

# Re-Animating Self-Advocacy



M.I.R.R.O.R Strategy 2019—2023

Easy Read Summary



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## Our Mission and Values



“All Wales People First is the united voice of self-advocacy groups and all people with learning disabilities in Wales. It shares knowledge and information to achieve equal rights and a positive image.”

### Our Values



“All Wales People First believes in being open, honest, celebrating achievements and making decisions thoughtfully, fairly and together.”

We believe that people with learning disabilities should



- Believe in ourselves, our hopes and dreams
- Have equal rights
- Have a positive image
- Have access to self-advocacy
- Be informed and be able to voice, choice and control
- Know about rights, especially Human Rights
- Be included as active citizens in Welsh Society
- Be treated as adults
- Be respected and respect others

# The MIRROR Strategy



The MIRROR Strategy replaces our Business Plan.



The MIRROR Strategy is based on the MIRROR Principles of self-advocacy.

We have based the plan on:

- Anne Collis Report
- Annual Conference 2016
- Annual Conference 2017
- All Wales People First Evaluation 2017
- Annual Conference 2018
- Development Worker report
- National Council Review

## What we did

We have listened to members over the last three years.



We have also listened to staff.

And the rest of the third sector.

We were told lots of good things.



And we were told what we need to do to get better.

## What you told us



### You told us

- We needed to support groups more.
- Help more people know about self-advocacy.
- Include more people with learning disabilities in self-advocacy.
- Get our voices in the media.
- Help to get more members.
- Work with other disabled people and organisations.
- Help to get more people included in self advocacy.
- We need to campaign and lobby more.
- We need to include North Wales more.

## What we are going to do



We came up with some ideas.



We talked to our National Council.



And our Board of Directors.



The National Council and the Board of Directors liked the ideas.



The ideas we came up with were:

- National and Regional Councils.
- AdFest.
- Being heard more in the media.
- Increasing the membership.
- Getting more voices heard.

- Support local groups more.

We also continue to do the things we already do well, such as:



- Help the people first movement to work together.
- Tell people that self-advocacy is important.
- Tell people that self-advocacy stops things going wrong.



We will also help the Welsh Government's Improving Lives Programme.

We will do this by:



- Providing information.
- Make sure our voice is acted upon.
- All services include people with a learning disability.
- Transport services are designed to meet the needs of people with a learning disability.



## National and Regional Councils

6 to 4

Members of the National Council voted to go from 6 meetings to 4 a year.

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This is because it was difficult for groups to make 6 meetings a year.



The National Council will meet in different areas of Wales.

This is to make it fairer for all members.

Meetings will now take place in:

- North Wales
- South Wales
- East Wales
- West Wales





The National Council will also run sub-groups.

The sub groups will be on:



- Increasing Membership
- Position Statements
- Lobbying and Campaigning



A member of the National Council will chair each sub-group.

This helps us to:



- Raise members stories in the media.
- Write responses to government consultations.
- Campaign and lobby.
- Help the Welsh Government with their 'Improving Lives Programme'

All Wales People First will also introduce S.W.A.N to the National Councils.

S.W.A.N stands for:

Support

Workers

Advisory

Network



This is to help staff to share ideas.



And to have support.



It also helps to increase members independence in meetings.

S.W.A.N will happen during the National Council sub-groups.



We will not be able to do this until April 2020.

It depends on whether we get the funding to do it.



All Wales People First also want to introduce Regional Councils.

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Regional Councils will meet four times a year.

The Regional Councils will be in:



- North Wales
- West Wales and Powys
- Cwm Taf and Western Bay
- Pan Gwent and Cardiff and the Vale



The Regional Councils will bring local groups together.

This is to make them stronger in campaigning and lobbying.

Regional Councils will help groups fight for local rights.



Regional groups will also make sure Regional Partnership Boards deliver the right services to people with learning disabilities.



The Regional Councils will help Regional Partnership Boards to assess their services.



And to design new services.



The Regional Councils will work in co-production with All Wales People First.



This means that All Wales People First will work with local groups as equals.

Each group will decide how it will run.

# AdFest



All Wales People First will change the National Conference into a Festival.

## AdFest

This will be called AdFest.



All Wales People First tried AdFest on day two of our:



2017 National Conference 'SOS—Save Our Self-Advocacy'



2018 National Conference 'All Wales People First presents, All Together Now'



Members voted they preferred the festival to the conference.

The votes took place at both conferences.



The National Council agreed to move to a festival in July 2018.

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# AdFest

AdFest will take place over two days.

AdFest will raise awareness of people with learning disabilities in Wales.



It will celebrate the things we offer Wales.



It will make us visible in society.

And will help society to see us as equals.



The event will help us to work with more people with learning disabilities.

Help to increase the membership for local groups.



And All Wales People First.

## Other things



All Wales People First want to do some other things.



We want to get more people with learning disabilities involved in self-advocacy.



Such as people with learning disabilities in care homes.



Or people in prison.



We want to get better known in the media.



We want to share more of our members stories.



We want to look at the name All Wales People First.



To see if it is still the best name for the organisation.



All Wales People First want to work with other disability organisations.



Such as Disability Wales.



To make sure our members voice is shared with people with other disabilities.

So our voices are stronger together,



This will help us campaign for the things we have the same problems with.

Such as benefits, housing and discrimination.



We also want to look at our constitution.

These are the rules that All Wales People First follow.



We want to see if they are still right.

And if they need to be changed.



We also want to look at whether we should become a charity.

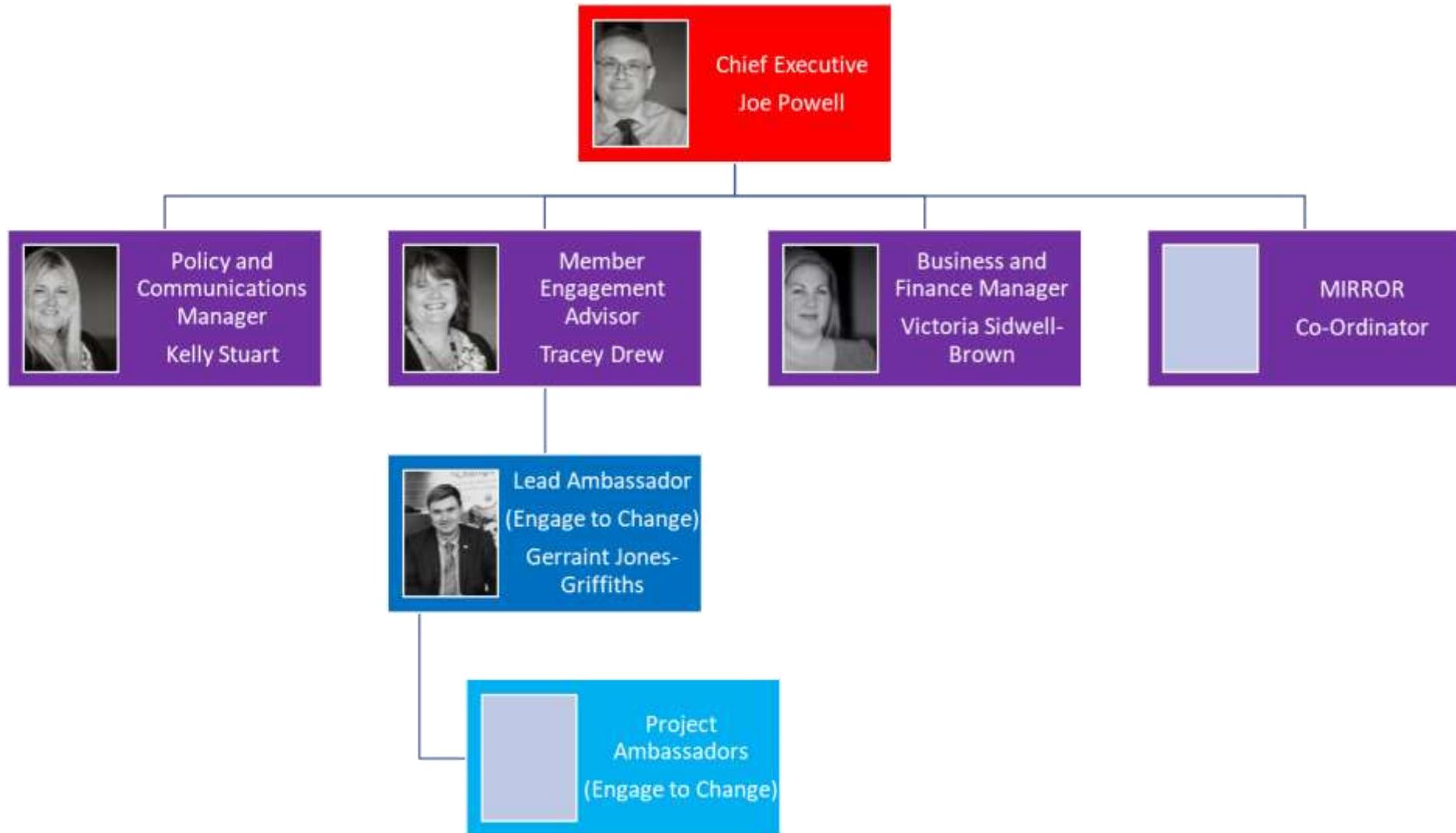
So that we can raise more money for member activities and groups.

But we don't want the National Council to lose its power.



If we change we need to make sure that the National Council keeps its power.

# Organisational Chart



# The MIRROR Principles

## Principles of Self-Advocacy

M		<p><b>Members</b></p> <ul style="list-style-type: none"> <li>• We have control of the organisation, we oversee everything</li> <li>• We decide what the group does and ask for help when we need it</li> <li>• We are part of the management committee</li> <li>• We learn skills to take on more responsibility</li> </ul>	<p>Funded by</p>  <p>Llywodraeth Cymru Welsh Government</p>
I		<p><b>Ideas</b></p> <ul style="list-style-type: none"> <li>• We find out what is going on in our community</li> <li>• We're not afraid to try new things</li> <li>• What works for us is often a good idea for others</li> <li>• We share our ideas</li> </ul>	
R		<p><b>Rights</b></p> <ul style="list-style-type: none"> <li>• We have accessible information to help us know our rights and teach others</li> <li>• We support each other when our rights are ignored</li> <li>• We work together to make sure our rights are upheld</li> <li>• We have the right to make choices</li> <li>• We help decision makers to include us</li> </ul>	
R		<p><b>Reflect</b></p> <ul style="list-style-type: none"> <li>• We learn from our experiences and the experiences of others</li> <li>• We spend time thinking about what is working or not working</li> <li>• We think about why we are doing things</li> </ul>	
O		<p><b>Organisation</b></p> <ul style="list-style-type: none"> <li>• We plan together</li> <li>• We have good policies and ways of doing things</li> <li>• Our organisation is fair and friendly to all</li> <li>• We make sure we let people know what is going on</li> </ul>	
R		<p><b>Review</b></p> <ul style="list-style-type: none"> <li>• We listen to the views of members, staff and others</li> <li>• We change when we need to</li> <li>• We look back to see if we are doing well</li> <li>• We celebrate achievement</li> </ul>	 <p>© Copyright: All Wales People First 2017</p>

# OUR LIVES - OUR RIGHTS

REDUCING DEPENDENCY, PROMOTING RIGHTS

2016 ALL WALES PEOPLE FIRST CONFERENCE

OUR VOICES ARE VALUED... 60 places on a training course - we have funding to do this

**SELF-ADVOCACY**  
WE NEED TO UNDERSTAND IF WE LOOK AT OURSELVES, WE CAN CHALLENGE OTHERS

**CHOOSE YOUR OWN VOICE**  
I AM A LEADER  
ALL WALES PEOPLE FIRST - WE ALREADY DO ADVOCACY, WE CAN LEAD ON THIS!

**THINK ABOUT WHAT YOU WANT TO SAY**  
I believe Wales can lead the world

**1st right**  
Normal patterns of life in the community - live in your community and use all the things there  
Shopping! Sport! Gym! Church! Pub! Sports centres!

**2nd right**  
The right to be treated as an individual - everyone's different, we're not all the same, we don't want everyone to wear pink!

**3rd right**  
The right to have support from your community and services, so you can LIVE THE LIFE YOU CHOOSE

**SELF-ADVOCACY IS:**  
speaking up for yourself  
knowing about your rights  
having the opportunity to express your views  
you can change things so YOU can make your life better

**SPEAK UP!**  
It's hard to speak up if you're nobody listening to you  
nobody treats you as important as you are  
talking to you as if you were a child  
not always, no friends or family to support you  
it's hard to listen to someone else's rules

**HISTORY IN WALES**  
FIRST PEOPLE TO BE HEARD AT SCHOOL  
LEARNING DISABILITY WALES  
MIND GLAMORGAN PEOPLE FIRST  
ALL WALES PEOPLE FIRST - MEMBERS LET US COME  
IN PARTNERSHIP WITH SCHOOLS

**WHAT NOW?**  
Keep on believing in yourself  
believe  
Keep challenging people  
challenge  
it's OK to make mistakes  
OK  
if someone makes you feel bad about yourself - stay away  
stay away  
stick to your ideas and what you want to do  
you want  
going forwards shows going back can be fast  
continue show  
tell people about All Wales People First  
tell people

**WE LEARNT ABOUT AND VOTED ANNUAL REPORT AGM**

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All Wales People First Annual Conference 2016

Visual minutes captured live at the event.

# SOS

ALL WALES PEOPLE FIRST CONFERENCE 2017  
MEEVON BEACH HOTEL

**7 OCTOBER 2017 ANNUAL GENERAL MEETING**  
WE VOTED TO ACCEPT THE BOARD, ANNUAL REPORT AND ACCOUNTS

**MEMBERS 1 IDEAS 2 RIGHTS 3 REFLECT 4 ORGANISATION 5 REVIEW**  
PRINCIPLES OF SELF-ADVOCACY

**WE GAVE OUR THOUGHTS TO THE WELSH GOVERNMENT**  
TO EVERYONE FOR THEIR SUPPORT  
TO THE NATIONAL COUNCIL OF THE BOARDS OF DIRECTORS + TO THE STAFF

**THANK YOU!**

**SO WHAT ARE WE GOING TO DO TO SAVE OURSELVES?**

**SELF-ADVOCACY I HAVE A DREAM ABBA**

**STAFF ARE THERE TO MAKE OUR ACCESSIBLE AND TEN PEOPLE HAVE RIGHTS**  
WE WORK TOGETHER A "PROPERLY PROFESSIONAL SERVICE"  
STAFF'S ROLE IS TO LISTEN MORE, HELP AND NOT TAKE OVER  
WE LEARN ABOUT WHAT SELF-ADVOCACY IS - IT'S UNBELIEVABLY IMPORTANT!  
ALL WALES PEOPLE FIRST HELPS US HAVE TOGETHER  
WRITES VOICES - SELF-ADVOCACY GIVES PEOPLE A VOICE  
PEOPLE FIRST IN GROUPS HELP PEOPLE TO SPEAK UP  
MEETING IN A PE GROUP HELPS GIVE YOU A VOICE + KNOW YOU  
MEMBERS CAN RUN A GROUP! IT'S ONE RIGHT AND RESPONSIBILITY - WE WANT IT

**WE CAN'T WAIT FOR THIS - IT'S A LONG TERM PLAN**  
**WE CAN CHANGE THIS NOW - IN SOME WAY**  
**TAKE RESPONSIBILITY AND ACT NOW BEFORE IT'S TOO LATE**

**WE ARE DOING OUR BEST TO LISTEN TO YOU AND TO MAKE CHANGES**

**WE LISTEN TO ALL PRIORITIES**

**STAFF NEED MORE SUPPORT**

**NO CHICKEN THICK TRAY (CHICKEN THICK AREA)**

**WHAT IS HAPPENING IN WALES?**  
WE LOOKED AT SELF-ADVOCACY ACROSS WALES -  
OUR WORK IS PART OF THE WELSH STORY  
IN NORTH WALES GROUPS ARE MORE VULNERABLE + ATTACHED TO ORGANISATIONS  
WE VISITED 19 GROUPS ACROSS WALES  
IN SOUTH WALES THE GROUPS ARE VERY INDEPENDENT  
WE WILL VISIT POWYS NEXT TO LOOK AT THEIR SELF-ADVOCACY

**WHAT IS 'SUSTAINABLE'?**  
GOOD POLICIES  
WORKING TOGETHER  
ENOUGH MONEY TO...  
FLOURISH  
EMPOWER + EMPOWERERS OF GROUPS  
WE WANT ALL THE GROUPS TO HAVE THE RIGHT NUMBER OF PEOPLE SO THEY ARE LEGAL AND FOR THEM TO HAVE THE RIGHT SKILLS  
THINK  
PLAN  
DO  
CHECK  
ACT

**Save our Self-Advocacy**  
SELF-ADVOCACY IS ABOUT SPEAKING UP AND TAKING RESPONSIBILITY - SPEAK OUT IF SOMETHING GENUINELY ISN'T RIGHT - LISTEN FIRST!

**PLAN AHEAD SO WE ARE STRONGER - GROUPS NEED A PLAN AND TO PLAN FOR THE FUTURE**

**WE WANT ALL THE GROUPS TO HAVE THE RIGHT NUMBER OF PEOPLE SO THEY ARE LEGAL AND FOR THEM TO HAVE THE RIGHT SKILLS**

**#AWPF2017**



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