

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.

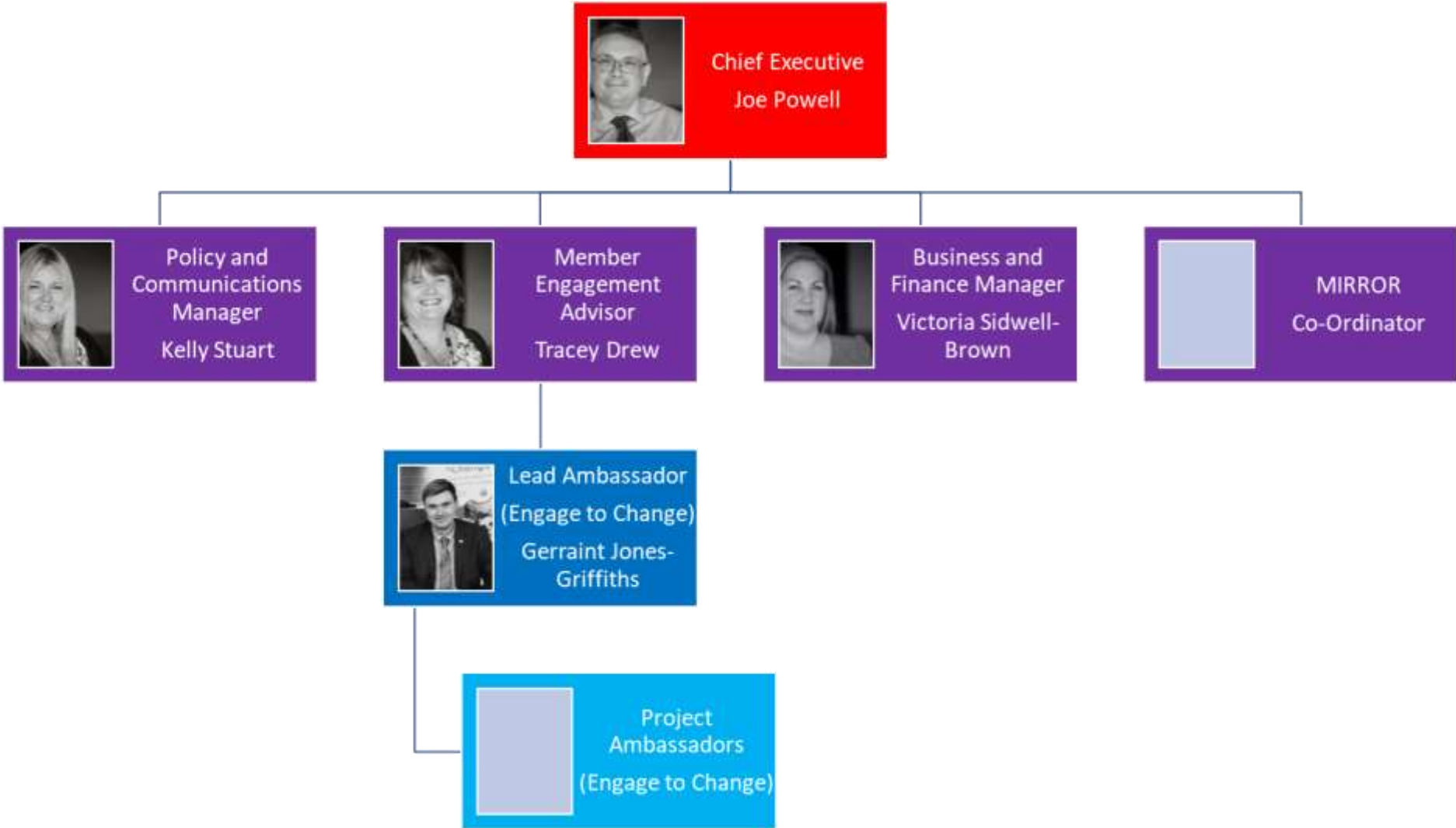
So that we can raise more money for member activities and groups.

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



All Wales People First

61 Caerleon Road

Newport

Gwent

NP19 7FD

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