

All Wales People First



Annual Report 2020-2021

A photograph of two men sitting at a table with microphones, overlaid with a green semi-transparent filter. The man on the right is speaking into a microphone, while the man on the left is smiling. The text is positioned in the lower-left corner of the image.

Produced by All Wales People First 2021

Pictures by Natasha Hirst; Scarlet Design; Other contributors

Printed by Micropress

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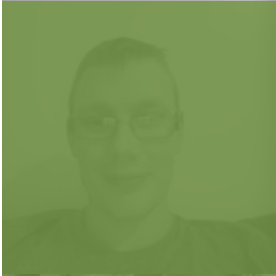
Report from the Chair of the National Council

"It's been a hard year for self-advocates since April 2020. As Coronavirus took hold, we've all had to learn how to meet on-line and still get our voices heard. National Council have continued to meet and adapt."

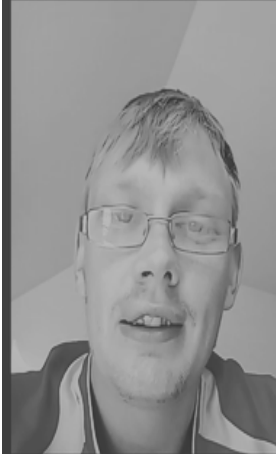


We've reduced the duration and increased the frequency of our meetings so that we're not on-line all day but still get our business done. In February 2021 we said goodbye to lots of very experienced Representatives and welcomed a new National Council for the next 2 year term. We also sadly said goodbye to Linton Gower former Vice Chair, who passed away in December 2020. New Reps have had to get to know each other and bond on-line without face-to-face meetings.

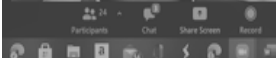
Nevertheless, we have continued to speak up at the very highest levels. Our experiences and stories of life in lockdown have continued to be shared with Welsh Government via Chief Executive, Joe Powell and Sophie Hinksman, Co-Chair of the LDMAG. We were pleased to be



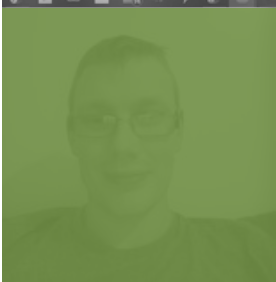
joined by Mark Isherwood MS at the launch of our 2021 Manifesto. The manifesto set out calls to actions based on the issues Reps felt the most important in Wales. This included the call for a reduction in unnecessary restraint of people after listening to Seni's family talk about how they fought for a law in England since Seni was restrained and died.



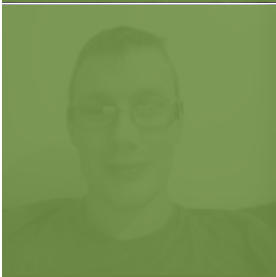
In 2019 we asked members what they wanted and they said they wanted to work with more organisations and different people. With this in mind, National Council decided to join the Citizen Network this year and voted to apply to Inclusion Europe. We hope this will get members heard not just in Wales but across Europe and the world!



Closer to home, we have worked with the AWPf Board of Directors to agree how we manage conflicts of interest and have introduced a new policy of only two people from the same organisation. In October 2020 we held our first full day Adfest on line. It was a special 30th Birthday celebration for AWPf within a horrible year. Everyone came together and celebrated a great milestone for the organisation.

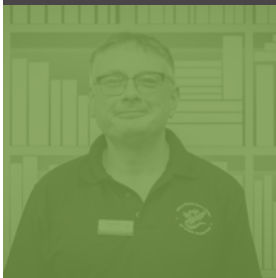


I was pleased to join the National Council this year and to be elected Chair. I'm delighted that Simon Richards is my Vice Chair as he brings the experience of being a great Chair over the past two years. Together, I'm sure we can lead the National Council through whatever the next two years bring.



James Tyler - Chair of the National Council

Chief Executive's Report



This last year was a year like no other. A year that none of us could have ever predicted. Little did I know that attending the first Cwm Taf People First conference in March of 2020, would be the last public event I would be attending that year.



This was supposed to be the year that we started our 'Hear Me, Include Me, Respect Me' project. We were hoping to work with groups through our Regional Councils and our MIRROR Co-Ordinator, to help to co-design local services with Regional partnership boards and show the value that self-advocacy can bring.

Sadly, it was not to be, and I feel we missed an excellent opportunity to make the case for self-advocacy at a time when it is very vulnerable. Our focus, and the focus of most of the third sector was centred around Covid 19. I am pleased to say that despite Covid 19, we were still able to keep the fight to save self-advocacy high on the Welsh Government's agenda.



During the pandemic, many of our members and other people with learning disabilities became isolated and lonely. Some lost their freedom. Some even died.



This happened to people with learning disabilities disproportionately compared with the rest of society. As soon as a crisis hit, Voice, Choice and Control became a luxury instead of a right. Even though this underpins the Social Services and Wellbeing Wales Act it shows that Wales still has a long way to to make a fairer world for disabled people.



If we are to take any positives from the Covid 19 crisis, then maybe it is that Welsh politicians understood the social inequalities and injustices that exist in society. These injustices must be removed if key legislation such as the Social Services and Wellbeing Wales Act is to work for people with learning disabilities in Wales. Only people with learning disabilities themselves can make this happen. This is why the survival of self-advocacy is critical.



All Wales People First missed working with the members on a one-to-one basis and interacting with the local groups. Real People First can only be meaningful if it happens at a grass roots level. To my surprise, the pandemic did not stop our ability to work with our members, to share their stories and campaign for their rights. In my opinion, during this year our members voices have been used to inform policy more than any other time in my nine years with All Wales People First.



The members' stories and the feedback from local groups helped the MIRROR



Co-Ordinator's reports which informed Welsh Government about the impact of Covid 19 on people with learning disabilities in Wales. Your contributions were excellent, and you are all a credit to the movement.



Your voices were also fed into a sub-group of the Disability Equality Forum which investigated the impact of Covid 19 on disabled people. The report was called: 'Locked out: liberating disabled people's lives and rights in Wales beyond Covid 19'. The First Minister Mark Drakeford committed to establishing a task and finish group to address these inequalities. AWPf will be a part of that group and we will continue to make the case, about injustices our members have faced, which are not new. It is about time they stopped.



It is clear to me that many members have experienced hardships and pain over the past year, but they have also developed great support and leadership skills. As members adjusted to the new norm, they grew confidence to run their own online Zoom activities and they were there to reassure and support each other. This year we gave a special Chief Executive's MIRROR award to Ffion Poole who was a shining example of a positive self-advocate during these unprecedented times.



Local groups have been amazing during this pandemic and in many cases were the means that many people had access to food, company, medication, and were



able to keep some social connection. Without the self advocacy groups across Wales, who worked throughout the lockdowns, many members would have been isolated and vulnerable. Each and every one of you is an asset to the self-advocacy movement in Wales. You are amazing!

One of the saddest events of 2020 was the unexpected death of National Council Vice Chair and close friend to the membership, Linton Gower. Chairing an online memorial service in Linton's honour, was an honour and one of the hardest things I have had to do in my role as Chief Executive. The memorial was a heartfelt tribute that united our movement and many colleagues across the third sector in Wales. I would like to dedicate this Chief Executive's report to the memory of a wonderful self-advocate, friend and inspiration, Linton Gower.

We ended this financial year with the launch of our 2021 Manifesto. Thanks to the National Council for writing the Manifesto and for giving us a steer for the next five years. The Manifesto is available on our website.

In many ways the last year has been one of the most successful during my time as Chief Executive. Never have I seen the movement have such a collective influence in informing and shaping important policy and legislation. When the chips were down, we united, and we fought back. That can only be a strong base for building the 2021-2022 platform. Victory for Self-Advocacy. **Joe Powell**

All Wales People First Funding



The first year of our Welsh Government funded project started on 1st April 2020. The project is funded by Welsh Government Sustainable Social Services and Well Being Wales money. Our project is called - Hear Me, Include Me, Respect Me - a community, citizenship and wellbeing project.



A main aim of our project is to work with members of local groups to support them to work with their Regional Partnership Board. Through engaging with all the Regional Partnership Boards throughout Wales, it is hoped that people with learning disabilities will co-design services.

This was also the second year of our MIRROR Strategy - Re-animating Self-advocacy. Unfortunately, although we did a lot of the work we had planned, the way we had to adapt to working online and no face to-face means that we were not able to spend all of the money we had in our budget.

The Welsh Government funded us £270,000 for this financial year.



2020 - 2021 was the fifth year of our involvement with the Engage to Change project. This is a Big Lottery/Welsh Government 'Getting Ahead 2' project which



provides employment and training opportunities for people with learning disabilities and autism between the ages of 16-25. All Wales People First and its member networks have evaluated the project with Cardiff University since 2016. We have also employed and supported project Ambassadors who help to promote the project. AWPf's partnership with the project ended on 31st May 2021. AWPf will continue evaluation work with the project on a consultancy basis. We were paid £184,113 up to May 2021 (Year 5).



The two year Through our Eyes Photography project started on 1st April 2021. The project is funded by the Big Lottery People and Places grant. It aims to raise the profile of people with learning disabilities through positive images. The project was delayed due to Covid restrictions. Due to the Coronavirus pandemic the project has been extended until June 2022.

We were paid £16,692 for this financial year.



Our Mission and Aims

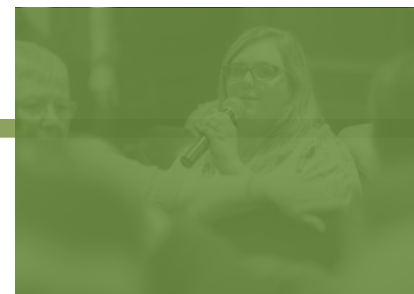
Our Mission

All Wales People First is the united voice of self-advocacy groups and people with learning disabilities in Wales. It shares knowledge and information to achieve equal rights and a positive image. Our business plan is called a MIRROR Strategy. The aims match the MIRROR Principles of

Our Aims

1- Members

- Talkback.
- National and Regional Councils
- AdFest
- Learning Disability Week
- Membership Services
- Position Statements.
- Website
- Sharing Stories
- Insight App
- Member Engagement
- Recruitment
- Engage to Change
- Social Services and Well Being Wales Grant
- Through Our Eyes
- Lobbying and Campaigning
- Hate Crime survey



2- Ideas

- National and Regional Councils
- AWPf Board of Directors
- AdFest 2020
- AWPf Political Manifesto 2021
- Researchers (Hear Me, Include Me, Respect Me) grant
- New Projects



3- Rights

- National and Regional Councils
- The Chief Executive
- Learning Disability Ministerial Advisory Group (LDMAG)
- Disability Equality Forum
- Welsh Government consultations
- Position Statements
- AdFest
- Working Pan Disability
- Lobbying and Campaigning
- AWPf Political Manifesto
- A patron
- Hate crime survey.
- British Institute of Human Rights (BIHR)
- MIRROR Training Pack



4- Reflect

- The National Council
- The Chief Executive
- AdFest
- Member Stories
- Sustainable Social Services and Well Being Wales Grant
- Memorandum and Articles
- Trading Arm

5- Organisation

- All Wales People First staff team
- The Finance Strategy
- Marketing and Communication Strategy
- National Council Strategy
- The MIRROR Pack of policies
- Sustainable Social Services and Well Being Grant/ Recruitment
- SWAN (Support Workers Advisory Network)
- Articles of Association
- Trading Arm
- Registered Offices

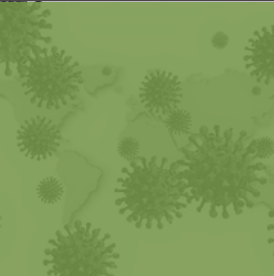


6- Review


- The National Council
- Independent Researchers



Covid 19

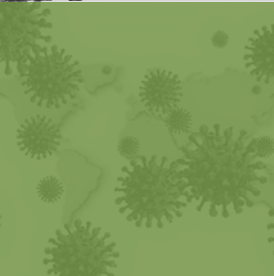


During Covid 19 the All Wales People First staff team were able to work their usual hours from home. Things we usually do face to face had to happen online instead. Meetings with groups and members, National and Regional Council meetings and the AdFest conference all happened online.



We did most of the work we are funded to do but doing things online meant that we had an underspend for 2020 - 2021. We did not have to use any reserve funds. We had to ask our funders whether it was ok to work a bit differently. Our funders agreed to change our targets (KPIs) for 2020-2021

Those changes meant we could reduce the target for attendance at National and Regional council meetings. We needed to do that because not everyone had access to support and technology to join meetings.



We had hoped to help new members to join and support current members to renew their membership. We were not able to do this work as well as planned. Some members need face to face support to fill in and to understand forms.

The National Council

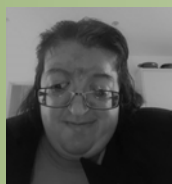
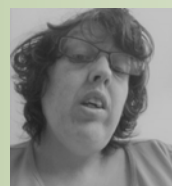
Chair

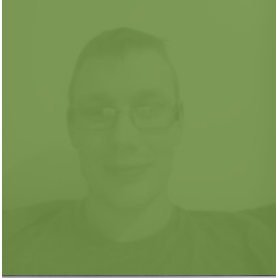
James Tyler
Pembrokeshire



Vice-Chair

Simon Richards
Cardiff





The National Council gives us our vision and through it we get the views of self-advocacy groups across Wales.

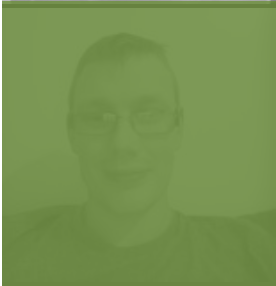


The National Council met four times this year. All meetings had to happen on Zoom because of the Covid 19 pandemic. It was challenging to hold meetings online, but we managed to meet and cover the business we needed to.

Members said that they want 6 meetings instead of just 4. This is because Zoom meetings feel harder. Meetings will go back to 4 per year once it is safe to meet face to face.

The National Council usual target for attendance is 70%. This was reduced to 50% while face to face meeting cannot happen. The average attendance of the National Council for this reporting period was 69%.

We set a satisfaction rate of 50%. All meetings had a 100% satisfaction rate.



Sub-group meetings on Position Statements, Increasing Membership and Lobbying and Campaigning were postponed this year because of the extra challenges of online meetings and extra pressure on self advocacy groups during difficult times.



This is some of the work the National Council has done this year:



AWPF Manifesto 2021

Decided what should be included.

Designed the front cover.

Improving Lives Strategy

Talked about priorities for the future.

This fed in to a report to the new Government after the 2021 Elections.

Citizens Advocacy Network

Joined the Citizens Advocacy Network.

Applied to Inclusion Europe.

Covid 19

Gave feedback:
The impact of Covid 19 on people with learning disabilities in Wales.

Regional Councils

Some meetings have taken place, but they were a bit different to the plan because of pandemic restrictions.

Adfest

Designed AdFest 2021

Gave feedback on AdFest 2020

Staff Team



Joe Powell-
Chief Executive



Kelly Stuart-
Policy &
Communications
Manager



Philippa Davies
MIRROR Co-ordinator



Victoria Sidwell-Brown-
Business and Finance
Manager



Tracey Drew
Member Engagement
Adviser



Sarah Ansell
Support Worker



Claire Morgan
Business and
Communications
Administration Assistant



Natasha Hirst
Through our Eyes
Project Manager

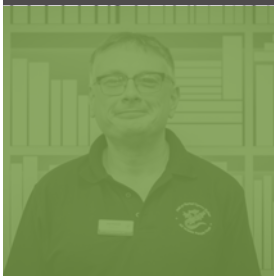


Gerraint Jones-Griffiths
Engage to Change Project
Lead Ambassador



Lucy Hinksman
Through our Eyes
Project Worker &
Photographer

The Chief Executive



The Chief Executive, Joe Powell has a lived experience of learning disability care homes. His full time role for the organisation has continued during this reporting period.



Joe has represented the organisation in more than eighteen forums, including: Learning Disability Ministerial Advisory Group (LDMAG) Third sector Consortium with Welsh Government and Public Health Wales (Covid 19); WCVA Safeguarding Group; LGBT Action Group; National Steering Group - Better Physical Outcomes for people with Learning disabilities; Cross Party Group on Human Rights, Human Rights Stakeholder Group.



Throughout the year, Joe has put one day per month aside for members to chat to him on the telephone. He has also made himself available for members to talk to during every working day of the Covid 19 lockdown.

Prior to the Covid 19 lockdown, Joe visited eight groups across Wales.

Joe has spoken at more than 23 key events to promote members voices, including virtual events held during the Covid 19 lockdown.

Annual Conference

When you attend a Zoom conference and its stops half way for a dance break and then finishes with a photo op and [#Hammertime](#) - you know that's going to be a hard Zoom to top. Well done on a fantastic day [@AllWalesPF](#)



All Wales People First [@AllWalesPF](#)

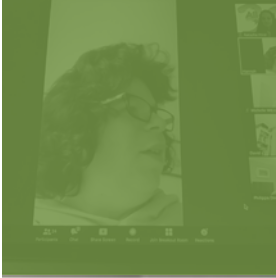
Only when people know their rights and are heard can changes happen [#AWPF2020](#) [@JaneHutt](#)



All Wales People First [@AllWalesPF](#)

A reflection back 30 years ago..."In those days people with learning disabilities didn't really have a voice...well they did but nobody wanted to listen to them" Katrina Karowski [#AWPF2020](#)



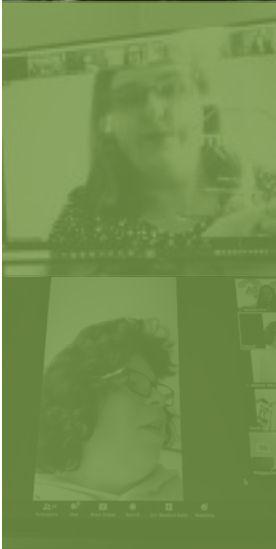


Plans for AdFest 2020 had to be changed because of the Covid Pandemic lockdown. AdFest was held as a 3 part event over Zoom on the 7th October 2020. We had the main AdFest event and AGM, a Fringe festival and Gerraint's Hootenanny.



This year's event celebrated the 30th Birthday of All Wales People First. Deputy First Minister, Jane Hutt MS was the keynote speaker
The event was designed and themed by National Council members and members and was attended by one hundred people.

One MIRROR award was awarded to Ffion Poole of Caerphilly People First. Ffion won the award for showing great inspiration and leadership during the Coronavirus Pandemic.



The birthday event held four workshops:

- Through Our Eyes (Lucy Hinksman and Natasha Hirst)
- Hear Me, Include Me, Respect Me project research (Claudia Magwood and Jan Walmsley)
- Insight App (Innovate Trust)
- Effects of Covid 19 on people with learning disabilities (Cardiff University)
- AWPf Manifesto Cover (Hannah Thomas and Tracey Drew)



David Whittle Chaired the evening fringe event. Delegates enjoyed presentations on:



- Williams Syndrome by Hannah Thomas.
- North Wales transformation team (James Lewis and Michelle Williams)
- A quiz and a presentation on Electric Umbrella (Simon Richards)



Some delegates attended the Tai Chi and relaxation sessions in the breakout room instead.



Thanks for meditation and relaxation by Michelle Pipe and Tai Chi by Jo Ledon.

From 7:30pm to midnight, Gerraint Jones-Griffiths held a fun event 'Gerraint's Hootenanny'. Gerraint did a lot of quick costume changes and was a great ambassador for fun and entertainment. Gerraint helped delegates to have fun until late with lots of laughs, quizzes, karaoke singing, and disco music.



Talk Back



All Wales People First **Talk Back** *The National Voice of People with Learning Disabilities in Wales*



Talk Back is our national newsletter. We upload it on to our website. Kelly Stuart edits and produces Talk Back. Talk Back was sent out in Spring, Summer, Autumn and Winter.

There were articles about...

AdFest 2020 30th Birthday Bash

Regional updates about the group and member's experiences of Covid 19

Through Our Eyes photography project

All Wales People First consultation responses.

Study on the impact of Coronavirus on the lives of people with learning disabilities in Wales by Cardiff University and the University of South Wales.

The death of National Council Vice Chair Linton Gower.

Website and Social Media



The website has been an important platform for sharing information with our members. We've uploaded regular updates from the Chief Executive called 'Joe's Soapbox'; lots of diary updates from members; Talkback; and our Manifesto.

We have 103 followers on our Insight app page.

We have 153 followers on our Instagram page

We have been using Facebook and Twitter a lot this year.

We have 1010 followers on Facebook - That is 46 more followers this year.

We have 2168 followers on Twitter.

That is 165 more followers than last year.

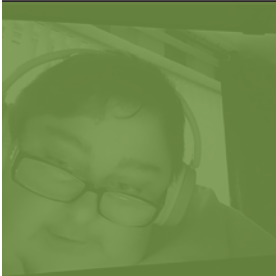


All Wales People First @ AllWalesPF

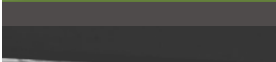
"Speaking up for yourself is the most important thing about self-advocacy. We learn these skills by going to People First or self advocacy groups" - David Whittle [#ldvoice2021](#)



Engaging with members and sharing stories



Throughout the pandemic, we have shared members' stories and experiences through diary updates, video clips and reports. Your experiences have been shared with Welsh Government, Third Sector organisations and Public Health Wales to inform changes for the better for people with learning disability during Covid 19.



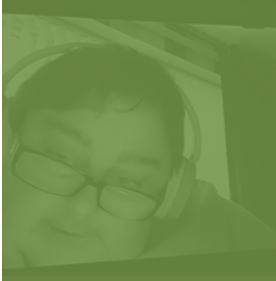
Your experiences have been crucial to shaping Welsh Government policy around lockdown and vaccination priority.



Throughout the pandemic we produced weekly Welsh and English language video news updates. The work was done in partnership with the Engage to Change Project. Thanks to Gerraint Jones Griffiths, Lead Ambassador and AWPf member James Andrew for presenting the videos.



As part of our commitment to increase engagement with members and groups across Wales and to support them through challenging times, the Chief Executive met with local groups ten times throughout the year. We have kept in touch through Regional Council networks too.



Gerraint Jones Griffiths started in a new Outreach Worker role with us on 4th January 2021. Gerraint's job is to engage with members, increase membership and to survey members at fun events.

2021 Manifesto

Members of the National Council wrote their political manifesto for 2021 during this reporting period. The National Council did the work over 3 National Council meetings in 2020

The Manifesto was launched on Zoom on the 31st March 2021, with Mark Isherwood MS as the keynote speaker. Members priorities for the manifesto are:

- Self-advocacy
- The right to choose how we identify ourselves.
- Employment
- Transport
- Equality
- Health
- Brexit
- Reducing restrictive practices

The Manifesto outlines members' priorities in light of challenges around Covid 19 and post-Brexit, and self-advocacy funding cuts in some areas of Wales.

76 people attended the launch of the Manifesto.



All Wales People First
Manifesto
2021
www.allwalespeoplefirst.co.uk



Marketing and communications strategy

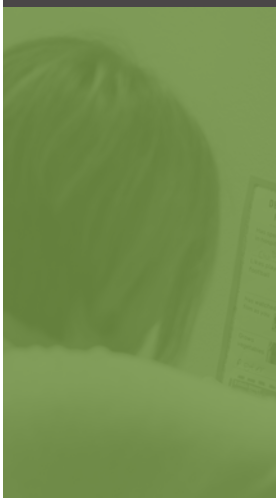


Although we had welcomed lots of new members before lockdown, we sadly lost some members during the lockdown.

We had 459 members with full voting rights at the end of March 2021.

We have met with and emailed some people who work in the media. We will keep working on developing our media relationships during the next period.

Hate crime survey



Members were asked by Jane Hutt - Deputy Minister and Chief Whip, to co-design a survey about hate crime. Groups were then asked to use the survey to gather evidence for a hate crime report.

12 of 22 self advocacy groups finished their work, but the Covid 19 Pandemic led to a delay with some of the findings.


Welsh Government Consultations



We have responded to the following Welsh Government consultations during this period:

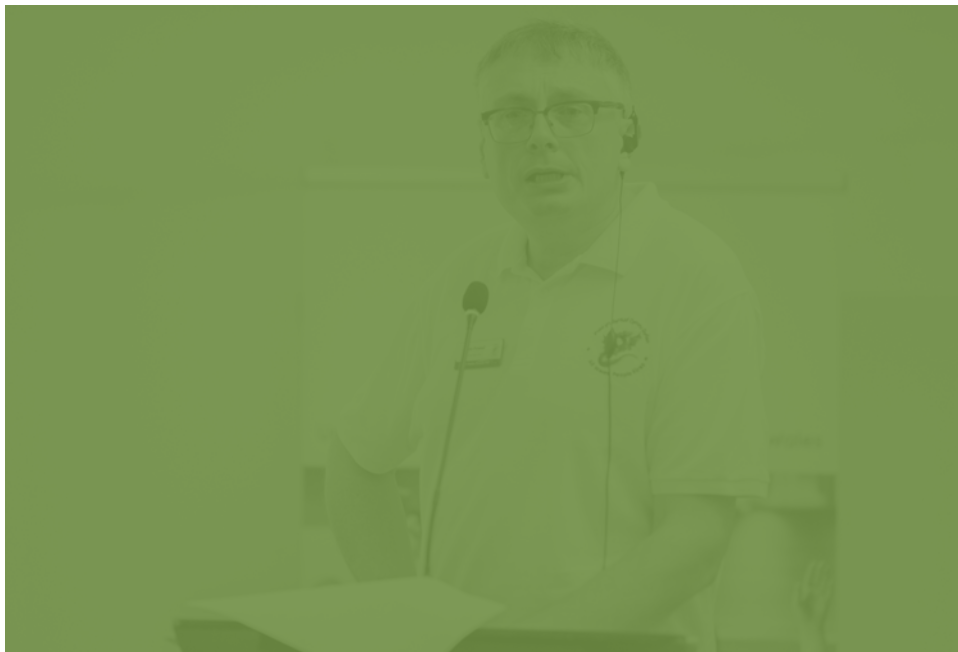
Measuring Social Services Code of Practice.
Children and Young People continuing care.
Continuing NHS Healthcare consultation.
Reducing restrictive practice framework.

Recruitment



We had to delay our recruitment for a researcher with a learning disability when lockdown started. We interviewed candidates via zoom in May 2020 and successful candidate Claudia Magwood started the new role in September.

Claudia works with researcher Jan Walmsley to evaluating the 'Hear Me, include me, respect me project, which is funded by Welsh Government.



Disability Equality Forum

A steering group of disabled people was established to research and write a report .

The report on the impact of Covid-19 on Disabled People is called 'Locked Out: Liberating disabled people's lives and rights in Wales beyond Covid-19'. It will be published in the next reporting period.

Lobbying and Campaigning

All Wales People First worked with Learning Disability Consortium partners to make sure that the needs of people with learning disabilities and their parents and carers were met during the pandemic. The campaign helped to increase the priority of people with learning disabilities for Covid 19 vaccination.

Self-advocacy research

Joe spoke with a researcher from the Open University and an independent Researcher about doing work to show how self-advocacy benefits people with learning disabilities.

We are looking for ways to fund this work in the future

Increasing AWPf media presence

Joe was interviewed for BBC Wales News on the 12th November 2020.

The interview was about the human rights barriers for people with learning disabilities during Covid 19.



British Institute of Human Rights

AWPF were BIHR Welsh Partners for Human Rights sessions for self-advocates on Zoom.

On 10th December - Human Rights Day, Joe joined a BIHR panel event 'Human Rights and the Covid-19 response and recovery'.

The event looked at the way Covid 19 had affected human rights. It also celebrated 70 years of the UN Convention of Human Rights and 22 years of the UK Human Rights Act.

We marked the launch of a letter to the Prime Minister, asking him to safeguard human rights.

Learning Disability Advisory Group (LDMAG)



LDMAG meetings were held through video conference throughout the Covid 19 pandemic. A lot of LDMAG and Welsh Government's work was focussed on the pandemic and the Improving Lives programme was suspended before it was due to finish in 2021. That meant the aims of the programme were not completed.




Chief Executive, Joe Powell was asked to chair four task and finish group meetings to discuss the future of the Improving Lives Programme.

In the next reporting period, Joe will write a joint report on behalf of the Task and Finish group. The report will be submitted to the Welsh Government.

The report will inform the next Welsh Government after the elections in June 2021.

All Wales People First were represented at LDMAG by Joe Powell; Sophie Hinksman - Chair and member of Pembrokeshire People First; Lynne Evans - member of Cwm Taf People First; Michelle Williams - member of Conwy Connect.

People with learning disabilities in care services




Welsh Government wanted to hear from people with learning disabilities in care services who don't always have a voice.

AWPF worked in partnership with Age Cymru, to find out how Covid restrictions affected people's lives in care services.

The results of the work helped to design a Covid guidance toolkit to support staff in care homes to protect people from Covid in the least restrictive way possible.

Trading arm



The MIRROR Strategy 2019-2023 says that All Wales People First should check whether a trading arm would be good for All Wales People First.

The Board of Directors started thinking about this and a sub-group meeting was held to talk about it.

No decision was made in the 2020-2021 reporting period. The ideas will be talked about some more during the next reporting period.

Through our Eyes Photography project



All Wales People First secured a Big Lottery People and Places grant for a photography project called Through our Eyes. It started on 1st April 2020. The project aims to put people with learning disabilities at the centre of designing materials which show how they would like to be portrayed in the media.



Project staff and participants will create a collection photographs, memes, a social media campaign and films.

The project is managed by freelance photographer Natasha Hirst. Lucy Hinksman is the photographer/ project worker. Lucy joined the project on 1st September, later than we'd planned because of pandemic restrictions. ProMo Cymru will be supporting the project too.



The funder has agreed to extend the project until 30th June 2022 because we couldn't start all the work on time. We've had some online workshops so far and we are looking at ways we can produce the project materials we in a safe and socially distanced way.

Engage to Change



In 2016, All Wales People First were part of a successful ten million pound bid to provide employment opportunities for 16-25 year olds with a learning disability or autism.



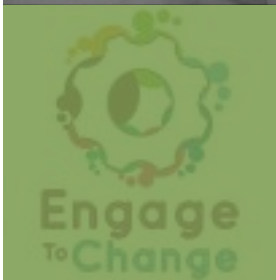
The project is funded by the Welsh Government's 'Getting Ahead 2' scheme, and is administered on the Welsh Government's behalf by The Big Lottery. The Engage to Change project partners are - Learning Disability Wales, Elite Supported Employment Agency, Agoriad Cyf, Cardiff University.

All Wales People First's role is to evaluate the project. The evaluation panel has met 3 times this year and feedback about the project has been given to partners.

The Lead Ambassador and Project Ambassadors continued to work for the project throughout the Covid Pandemic.

The project has been extended for an extra year but AWPf will finish as project partners after year 5 on 31st May 2021.

During the final project year we will work for the project on a contract basis.



All Wales People First Finances 2020-2021



Income	£326,750
Less spending	£313,356
Difference	£ 13,394

Where our money came from

Welsh Government	£251,362
Hear me, Include me, Respect me	
Welsh Government Hate crime work	£ 15,000
Lottery Engage to Change	£ 37,136
Lottery Though our Eyes	£ 16,692
Other income	£ 6,560
Total	£326,750



Cronfa Gymunedol y Loteri Genedlaethol
The National Lottery Community Fund



How we spent our money



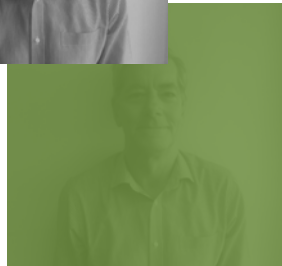
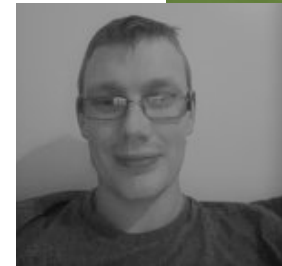
Recruitment	£ 1,080
Conferences and Subscriptions	£ 52,034
Other office costs	£ 16,128
Meeting costs	£ 2,343
Depreciation/ loss on disposal	£ 1,332
Telephone costs	£ 2,683
Legal & professional	£ 3,073
Monitoring & evaluation	£ -
Partnership fees	£ -
Training & events	£ 3,054
National Council	£ 492
Staff travel & subsistence	£ 3,190
Staff salaries	£227,947

Total Spending	£313,356
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Board of Directors



David Whittle - Co Chair
Ruth Northway - Co Chair
John Thomas - Treasurer
Donna Reeve
Margaret Flynn
Victoria Jones
Robert Rhodes
Simon Richards
James Tyler
Lee Ellery



Full members

Adam	Bartle	Bridgend	Anthony	Daniels	Bridgend	Catrin A.	Jones	Swansea
Adam	Dawkins	Swansea	Anthony	Higgs	Torfaen	Ceris	Jones	Port Talbot
Adam	Elameer	Swansea	Arthur	Pritchard	Anglesey	Charlotte	McMillan	Torfaen
Adam	White	Bridgend	Ashley	Smith	Caerphilly	Chloe	Cannon	RCT
Adam	Williams	Caerphilly	Becky	Tweedle	Bridgend	Chris	Clarke	Powys
Adrian	Williams	Gwynedd	Ben	Learoyd	Ceredigion	Chris	Kidner	Carmarthenshire
Alan	Williams	Blaenau Gwent	Ben	Taylor	Vale	Chris	Marick	Vale
Aled	Lewis	Carmarthenshire	Beryl	Woodfine	Powys	Chris	Power	Vale
Alex	Perry	Newport	Bethan	Foxall	Gwynedd	Christopher	Edwards	Neath
Alex	Roberts	Caerphilly	Bethan M.	Evans	Gwynedd	Christopher	Jones	Carmarthenshire
Alex	Wooler	Caerphilly	Blue	Svensson	Swansea	Christopher	Lischka	Carmarthenshire
Alex D.	Stevenson	Vale	Bradley	O'Keefe	Merthyr Tydfil	Claire	Holly	Blaenau Gwent
Alison	Rees	Swansea	Bradley	Powers	Swansea	Claire	Hutchinson	RCT
Alison	Szigetvari	RCT	Brian	Roberts	Swansea	Clare	Whittle	Powys
Alun	Matthews	Bridgend	Brian	Thomas	Cardiff	Clive	Edwards	Gwynedd
Amy	Barrett	Pembrokeshire	Brian	Thomas	Powys	Colin	Brighten	Denbighshire
Amy	Jones	Caerphilly	Brian	White	Caerphilly	Colin	Jewkson	Caerphilly
Andrea	Davies	Swansea	Brian	Williams	Powys	Colin	Price	Caerphilly
Andrea	Pugh	Gwynedd	Candis	Penny	Powys	Connie	Phibben	Swansea
Andrew	Carslake	Monmouthshire	Carina	Davies	Powys	Craig	Grunan	Neath
Andrew	Davies	Llanelli	Carl	Barber	Denbighshire	Craig	Roberts	Swansea
Andrew	Evans	Swansea	Carl	Davies	Pembrokeshire	Cynthia	Singer	Caerphilly
Andrew	Gapa	Torfaen	Carl	Fowler	Ceredigion	Daffyd	Williams	Monmouthshire
Andrew	May	Gwynedd	Carl	Millard	Pontypridd	Dafydd	Roberts	Gwynedd
Aneurin	Williams	Caerphilly	Carl	Roberts	Flintshire	Dan	Hiley	Powys
Angelo	Tahramanis	Blaenau Gwent	Carol	Evans	Pembrokeshire	Daniel	Lambert	Flintshire
Angie	Edwards	Carmarthenshire	Caroline	Nash	Gwynedd	Daniel	Sheppard	Ceredigion
Ann	Jones	Carmarthenshire	Casey	Dawes	Gwynedd	Danielle	Pelling	Powys
Ann	Williams	N Port Talbot	Cath	Viakos	Newport	Danny	Coates	Denbighshire
Anna	Howell	Pembrokeshire	Catherine	Williams	Swansea	Danny	Couty	Denbighshire
Anne	Luxton	Torfaen	Cathy	Auckballary	Vale	Danny	Millward	Monmouthshire

Darren	Thomas	RCT	Emma	Tamlin	Swansea	Helen L.	Price	Vale
David	Baker	Ceredigion	Emma J.	Prosser	Bridgend	Hilda	Davies	Conwy
David	Blow	Caerphilly	Eric	Davies	Monmouthshire	Huw David	Jenkins	Carmarthenshire
David	Curwen	Bridgend	Evan	Hughes	Anglesey	Ian	Copping	Bridgend
David	Evans	Caerphilly	Faye	Parrington	Ceredigion	Ian	Swannick	Vale
David	James	Powys	Ffion	Poole	Caerphilly	Iris	Poole	Torfaen
David	Lewis	Powys	Ffion	Roberts	Bridgend	Isobel	Harris	RCT
David	Reynolds	RCT	Frances	Holmes	Gwynedd	Ivy	Thomson	Bridgend
David	Sweeting	Vale	Gareth	Cotton	Swansea	Jade	Davies	RCT
David	Twomey	Neath Port Talbot	Gareth	Humphries	Swansea	Jade	Lee	RCT
David	Weir	Glasgow	Gareth	James	RCT	James	Andrew	Gwynedd
David	Whittle	Powys	Gareth	Sully	Newport	James	Clarke	Vale
David	Williams	Swansea	Gareth	Walters	Caerphilly	James	Crowley	Pembrokeshire
David R.	Bennett	Blaenau Gwent	Garry	Edwards	Blaenau Gwent	James	Dash	Pembrokeshire
Dawn	Gullis	Newport	Gary	Angell	Flintshire	James	Hughes	Conwy
Debbie	Devlin	Powys	Gary	McGeary	Gwynedd	James	Lewis	Denbighshire
Debbie	Ford	Denbighshire	Gary	Spencer	Swansea	James	Mothersole	Torfaen
Debbie	Stride	Bridgend	Gavin	Gardner	Bridgend	James	Tyler	Pembrokeshire
Deborah	Gould	Gwynedd	Gerraint	Jones-Griffiths	Blaenau Gwent	Jamie	Farr	Monmouthshire
Derek	Howitt	Caerphilly	Gina	Caseley	Cwmbran	Jamie	Hampton	Powys
Derek	May	Newport	Glayne	Walker	Cardiff	Jamie	Roberts	Caerphilly
Diana	Mace	Ceredigion	Gloria	John	RCT	Jane	Hawkins	Powys
Diane	Sharp	Caerphilly	Glyn	Williams	Flintshire	Jane	Sturla	Flintshire
Donna	Yule	Swansea	Graeme	Roberts	Anglesey	Janice	Partridge	Cardiff
Dylan M.	Pugh	Carmarthenshire	Graham	Price	Port Talbot	Janis	Wyburn	Blaenau Gwent
Ed	Lewis	Pembrokeshire	Graham P.	Webb	Bridgend	Jason	Bayliss	Bridgend
Edward	Stanley	Powys	Grahame	Canning	Denbighshire	Jason	Morris	Ceredigion
Eirwen	Lewis	N Port Talbot	Gregory J.	Cornet	Bridgend	Jeni	Snell	Newport
Elaine	Jones	Powys	Griff	James	Ceredigion	Jenifer	Lewis	Bridgend
Elaine	Kelham	Blaenau Gwent	Gwynfor	Lewis	Denbighshire	Jenny	Sibley	Caerphilly
Eleanor	Morgan	Powys	Hannah	Futyan	Conwy	Jeremy	de Wilton	Pembrokeshire
Elinor	Williams	Gwynedd	Hannah	Morgan	Carmarthenshire	Joan	Llewellyn	Bridgend
Elizabeth	Attwood	Blaenau Gwent	Hannah	Thomas	Caerphilly	Joanna	Jones	Cardiff
Elizabeth	Broad	Powys	Harold	Evans	Caerphilly	Joanne	Herbert	Cardiff
Elsa	Jones	Powys	Harry	Rendell	Gwynedd	Jodie	Maher	Swansea
Emily	Cleverly	Carmarthenshire	Hayley	Price	Swansea	Joel	Woodfin	Vale
Emma	Ashley	Denbighshire	Helen	Jones	Ceredigion	John	Greenland	Monmouthshire

John	Greig	Vale	Kelsey	Shaw	Carmarthenshire	M	Hughes	Pembrokeshire
John	Richards	Caerphilly	Kenneth	O'Mahoney	Pembrokeshire	Mair	Ashton	RCT
John	Swift	Gwynedd	Keri-Ann	Willetts	Caerphilly	Malcolm	McGuire	Denbighshire
John	Williams	Powys	Kevin	Stone	Blaenau Gwent	Marc	Williams	Caerphilly
John	Evans	Vale	Kurtis	Marshall	Vale	Margaret	Evans	Swansea
Jonathan	Brown	Vale	Kylie	Ashill	Torfaen	Mari	Rowlinson	Gwynedd
Jonathan	Jenkins	Caerphilly	Kylie	Steadman	Powys	Mark	Banks	Conwy
Jonathan	Richards	Carmarthenshire	Laura	Powell	Powys	Mark	Firkin	Swansea
Jonathan	Howard	Ceredigion	Laura	Wilson	Monmouthshire	Mark	Kemp	Ceredigion
Jonathan	Tranter	Anglesey	Lauren	Jones	Vale	Mark	Lewis	Newport
Jonny	Vann	Neath	Lauren	Howells	RCT	Mark	Owens	Swansea
Joseph	Blackley	Gwent	Les	George	Caerphilly	Mark	Sibley	Caerphilly
Joseph	Rogers	Vale	Lesley	Chick	Gwynedd	Mark	Thomas	Gwent
Josephine	Barber	Flintshire	Lesley	Crosbie	Monmouthshir	Mark	Williams	Caerphilly
Joshua	Phelps	RCT	Lesley	Reed	RCT	Mark A.	Barnard	Bridgend
Joy	Davies	Neath	Lewis	McDougall	Carmarthenshire	Martin	Heffron	Cardiff
Julian	Hall	Swansea	Linda	Aylward	Gwynedd	Martin E.	Matthews	Pembrokeshire
Julie	Devereux	Powys	Linda	Evans	Swansea	Mary	Hayman	Vale
Julie	Rowlands	Bridgend	Linda	Tonks	Newport	Mathew	Purnell	Cardiff
June	Williams	Swansea	Lindsay	Havard	Monmouthshire	Matthew	Archer	Neath
Kaitlin	Matthews	Carmarthenshire	Lindsey	Thomas	Ceredigion	Matthew	Heit	Neath Port Talbot
Kalvin	Jones	Anglesey	Lisa	Barker	Swansea	Matthew	Jones	Neath Port Talbot
Kara	Williams	Neath Port Talbot	Lisa	Davies	N Port Talbot	Matthew	Lack	Vale
Karen	Hinton	Neath Port Talbot	Lisa	Pickard	Cardiff	Max	Roberts	Caerphilly
Karen	Newman	Flintshire	Llinos	Roberts	Gwynedd	Melville	Harding	Blackwood
Karen	Tallack	Swansea	Lloyd	Crowley	Powys	Michael	Cain	Denbighshire
Karl	Denning	Torfaen	Lois	Hughes	RCT	Michael	Jones	Bridgend
Karl	Gregory	Bridgend	Louise	Armstrong	Swansea	Michael	Jones	Gwynedd
Kate	Bass	Monmouthshire	Louise	Weaver	Monmouthshir	Michael	Rees	Caerphilly
Katherine	Wheeler	Carmarthenshire	Lucy	Harries	Monmouthshire	Michael	Chick	RCT
Kathy	Hosell	Ceredigion	Lucy	Hinksman	Pembrokeshire	Michelle	Manning	Blackwood
Katie	Mears	Caerphilly	Luke	Powell	Torfaen	Michelle	Williams	Conwy
Katie	Moore	Caerphilly	Luke	Thomas	Torfaen	Mike	Power	Neath Port Talbot
Katie	Preece	Neath Port Talbot	Lydia	Cole	Powys	Myfanwy	Andrews	Powys
Kay	Bevan	Carmarthenshire	Lynda	Withers	Torfaen	Myfanwy	Jones	Anglesey
Kelly	Ball	Newport	Lyndsay	Howard	Monmouthshire	Naomi	Lee	Swansea
Kelly	Rideout	Vale	Lynne	Evans	RCT	Natalie	Davies	Neath

Nathan	Odem	Gwynedd	Rebecca	L. Roberts	Gwynedd	Savvas	Tahramanis	Blaenau Gwent
Neil	Buften	Powys	Rebecca	Morgan	Powys	Scott	Weetman	Caerphilly
Neil	Williams	Swansea	Rebekah	Prosser	Bridgend	Sean	Whelan	Bridgend
Nicola	Lewis	Caerphilly	Rhian	Evans	Powys	Sharon	Austin	Bridgend
Nicola	Roberts	Swansea	Rhiannon	Currie	Newport	Sharon	Blow	Caerphilly
Nicole	Bird	Caerphilly	Rhiannon	Griffiths	Pembrokeshire	Sharon	Cochrane	Caerphilly
Nigel	Turner	Monmouthshire	Rhiannon	Isaac	Bridgend	Shaun	Roberts	Denbighshire
Norman	Williams	Bridgend	Rhiannon	Rees	Swansea	Shaun	Heath	Denbighshire
Oly	Havard	Monmouthshire	Richard	Dunlop	Bridgend	Shayna	Harris	Conwy
Ope	Abidogun	Newport	Richard	Taylor	Bridgend	Sheena	Griffiths	Flintshire
Owain	Parfitt		Richard	Taylor	RCT	Sheila	Moors	Conwy
Paul	Coles	Bridgend	Richard	Williams	Swansea	Sheila	Shore	Gwynedd
Paul	Hughes	Blackwood	Richard J.	Harmer	Pembrokeshire	Shirley	Cleeve	Anglesey
Paul	Jones	Swansea	Richard J.	Redmond	Conwy	Simon	Fernandez	Denbighshire
Paul	Lewis	Bridgend	Ron	Hellman	Blaenau Gwent	Simon	Rice	Carmarthenshire
Paul	Lewis	Gwynedd	Rory	Westhoff	Carmarthenshire	Simon	Richards	Cardiff
Paul	Pendlebury	Bridgend	Rosie	W.Jones	Powys	Sinead	Moore	Vale
Paul	Rowlands	Bridgend	Ross	Thomas	Denbighshire	Sophie	Hinksman	Pembrokeshire
Paul	Tucker	Carmarthenshire	Rowena M.	Williams	Gwynedd	Sophie	Scheeres	Cardiff
Peter	Allen	Ceredigion	Ruth	Barker	Carmarthenshire	Sophie	Wakeling	Torfaen
Peter	Gauterin	Wrexham	Sadie	Williams	RCT	Stacey	Traylor	Vale
Peter	Herniman	Caerphilly	Sam	Butler	Carmarthenshire	Stephen	Knight	Monmouthshire
Peter	Latter	Carmarthenshire	Sam	Jones	Bridgend	Stephen	Miles	Newport
Peter	Litten	Denbighshire	Sam	Phillips	RCT	Stephen	Thomas	Denbighshire
Peter	MacAndrew	Denbighshire	Sam	Taylor	RCT	Stephen	West	Cardiff
Peter	Marsh	Conwy	Samantha	Hall	Carmarthenshire	Stephen	Richardson	RCT
Peter	Powell	Monmouthshire	Samantha	Hupton	Anglesey	Steve	Pocknell	Carmarthenshire
Peter	Thomas	Gwynedd	Samantha	Stevenson	Vale	Steve	Williams	Cardiff
Philip	Moreland	Conwy	Samantha	Taylor	RCT	Steven	Davies	RCT
Phillip	Morgan	RCT	Samantha	Mitchell	Newport	Steven	Morgan	Monmouthshire
Phillip	Williams	Bridgend	Sammy	Tahramanis	Blaenau Gwent	Steven	Stone	Merthyr Tydfil
Phillip	Woolley	Powys	Sandra	Tinklin	Monmouthshire	Stuart	Merritt	Pembrokeshire
Phillip Evan	Collins	Carmarthenshire	Sarah	Chamberlain	Anglesey	Stuart	Paget	Bridgend
Rachel	Bewick	RCT	Sarah	Duke	Torfaen	Susan	Davey	Cwmbran
Raymond	Byles	Bridgend	Sarah	Griffiths	Monmouthshire	Susan	Haines	Cwmbran
Rebecca	Chick	RCT	Sarah	Rosser	Monmouthshire	Susan	Shaw	Bridgend
Rebecca	Jones	RCT	Sarah	Thornton	Gwynedd	Susan M.	Saunders	Torfaen

Tabitha	Butler	Carmarthenshire
Tanwen	Bryn Lloyd	Gwynedd
Teri-Anne	Payne	RCT
Thomas	Watling	RCT
Tim	Davies	Powys
Tim	Hallet	Torfaen
Tina	Larner	Bridgend
Tom	Spencer	Denbighshire
Toni	James	Blaenau Gwent
Tony	Griffiths	Wrexham
Tracey	Cosgrove	Newport
Tracey	Cridland	Caerphilly
Tracey	Hagland	Powys
Tracey	Smith	Denbighshire
Tracy	Austin	Anglesey
Trudi	Owen	Anglesey
Vicky	Lanfear	N Port Talbot
Wayne	James	Newport
Wendy	Gough	Pembrokeshire
Wendy	Thomason	Carmarthenshire
William	Bennett	N Port Talbot
William	Jones	Bridgend
William	Young	Anglesey
William Bryn	Owen	Denbighshire
Yolande	Scott	Gwynedd
Yvonne	Williams	Anglesey

Associate members

Adam	Wakeford
Adrian	Roper
Adrian	Jones

Alison	Kendrick
Alyson	Collins
Ashlea	Harris
Caroline	Campbell
Caroline	Tattersall
Cath	Thornton
Celia	Lewis
Charlotte	Saunders
Charlotte	Azzepazdi
Christine	Morgan
Christy	Taylor
Cian	O'Donoghue
Cyril	Luke
Daniel	Bamsey
Danielle	Wagstaffe
Dave	James
Dawn	Price
Debbie	Kirkman
Diane	Williams
Emma	Alcock
Elisabeth	Hughes
Fran	Hancock
George	Breeze
Helga	Uckermann
Ian	Kinsella
Jackie	Hughes
Jean	Gregson
Jill	Milligan
Julie	Davies
Karen	Chandler
Karin	Phillips
Katrina	Karowski
Kay	Wood
Kelly	Jones
Keti	Rock
Lee	Ellery
Lisa	Morgan

Liz	Davidson
Lorraine	Linford
Louisa	Laurent
Louise	Burman
Louise	Reed-Gibbs
Luke	Conlon
Mark	John-Williams
Mark	Tierney
Michael	Allcock
Ness	Davies
Non	Lederle
Pat	Loftus
Paul	Donnelly
Terry	Loftus
Pauline	Carter
Phillip	Craven
Rachel	Philbrick
Ruth	Lewis
Ruth	Moyse
Sarah	Phillips
Shirley	Howson
Simon	Cooke
Stuart	Clemo
Sue	Jones
Sue	Oakley
Susan	Mitchell
Thomas	Oakley
Tracey	Downes
Zoe	Brock

Group members

Blaenau Gwent People First
Caerphilly People First
Cardiff People First
Carmarthenshire People First
Dewis Centre for Independent Living
Newport People First
NWAAA
Pembrokeshire People First
People First Bridgend
Powys People First
Rhondda Cynon Taff People First
Swansea People First
Torfaen People First
Vale People First

Subscribers

Natasha	Hirst
Tracey	Price
Joy	Findlay
Holly	Roberts

