

All Wales People First



Annual Report
2021-2022



Produced by All Wales People First 2022

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Printed by Zenith Media

Contents



Report from the Chair of the
National Council 4

Chief Executive's Report 6

Funding 10

Mission and Aims 12

Covid 19 15

The National Council 16

Staff team 19

How we delivered our MIRROR Strategy:

Chief Executive 20

Annual Conference - AdFest 21

Talk Back 24

Website and Social media 25

Engagement 26

LDMAG 32

Learning Disability Week 32

Projects 32

Finances 35

Board of Directors 38

Members 39



Report from the Chair of the National Council

“It was great to meet some people in person for the first time, although Reps in North and Mid Wales joined on line. It was good to be together but it did not fully satisfy our need to meet in person.”

The year was dominated once again by the Covid pandemic. We were forced to continue National Council meetings on Zoom except for the AGM and National Council meeting in October in Cardiff. It was great to meet some people in person for the first time, although Reps in North and Mid Wales joined on line. It was good to be together but it did not fully satisfy our need to meet in person. In fact, there are still members of the National Council I haven't met in person as we continue with blended meetings.

It was a dark year, I felt. We were slowly coming out of lockdowns when Omicron hit. There are still people with learning disabilities living under stricter restrictions than non disabled people. It hasn't been fair on people with learning disabilities. We did our bit. We stayed at home, we wore masks, we went without our usual support and activities. Yet, while others are out meeting friends and

living a life, many people with learning disabilities are not.
Day and respite services have not fully re-opened.
Care services have reduced staffing levels.
Public transport is running fewer services.
Many care homes are still restricting visitors.

There were glimmers of light during the year. Members continued to have their say and influence policy. We made our views known and gave our priorities for the planning of the new Welsh Government Learning Disability Action Plan.

We voted to increase membership of the National Council to include a Rep for the LGBTQ+ community. Scott, the new LGBTQ+ Rep joined us in March. We are also developing a pathway so we can elect a Representative from minority ethnic communities.

I hope in the coming year we are able to get back to a type of normal.

James Tyler - Chair of the National Council





Chief Executive's Report

"This was another challenging year for the People First movement in Wales. The very unusual circumstances caused by Covid 19 last year continued and the burden of living restricted lifestyles weighed heavily on us all"



The longer restrictions continued the harder I believe things became. But despite everything, we got through it together.

It was disappointing that we had to hold AdFest online again in June 2021, but unfortunately the circumstances around Covid 19 meant that it could not be avoided. However, I feel that we used the situation to our advantage by moving the online AdFest forward from October to June. This will make it much easier to do a follow up physical event next June - in person I hope!

It also allows us to line up our event with Learning Disability Week and to celebrate our place in Welsh society in the summer sun. I would like to thank the National Council for agreeing to make this change. I believe it will make a big difference to the success of AdFest in the future.

“In my opinion these have been the most challenging political times in my lifetime. Not only are there many difficult issues to face but those issues could all have a very serious impact on the lives of our members. We are at a critical juncture in our fight for social justice. What we do now could be vital in protecting future generations of people with learning disabilities in Wales”



Brexit, social injustices exacerbated by Covid 19 and now the cost-of-living crisis brought about by the war in the Ukraine are placing an enormous strain on society. Often in these cases it is the poorest citizens who are impacted on the most. This includes people with learning disabilities. This is because people with learning disabilities are less likely to work or have access to education than most others.

But during this year my biggest anxiety has been within the proposed change to the Human Rights Act of 1998. The UK Government are proposing this is replaced with A British Bill of Rights. I am very worried about this because I believe it will weaken human rights, make it harder to fight for our human rights and will make the UK Government less accountable if it breaches our human rights.

This will continue to be a major priority of All Wales People First during the next reporting period. I would like to express my thanks and gratitude to the Welsh Government who have placed on record their commitment to protecting the rights of the people of Wales and their lack of conviction of the need to replace the current Human Rights Act.



The National Council had another excellent year (see National Council report) and the Regional Councils across Wales did sterling work in making the case for self-advocacy (despite the very challenging restrictions in member engagement brought about by Covid restrictions) and in co-commissioning services. Although the restrictions meant the activities of the National and Regional councils could not happen in the way they were first planned, we still managed to do them anyway. This is to the enormous credit of Tracey Drew and our Member Engagement team, along with our MIRROR Co-Ordinator Philippa Davies who worked hard to ensure our members voices are heard despite the barriers that may block the way.

The voices of our members were amplified by the excellent work of Kelly Stuart and our communications team who have also been instrumental in collecting the members stories, which help to inform our work. Those stories help All Wales People First to keep in touch with the issues that affect our members on a day-to-day basis and provide the real voice of substance for our government consultations. Our member stories are vital to the work of All Wales People First. Our members stories, experiences and their vision are 'All Wales People First.'

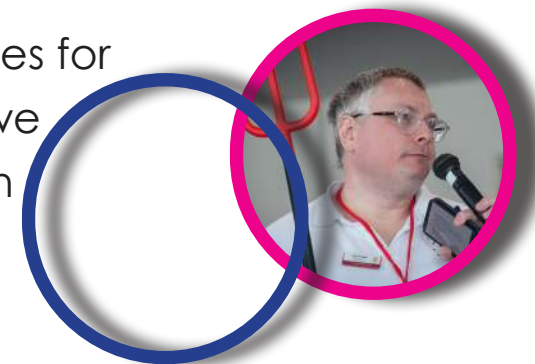
A big thanks to our Business and Finance Manager, Victoria-Sidwell Brown for the sterling work she has done. Victoria has been able to work flexibly with the AWPf team in order to help the organisation to adapt financially to projects to suit pandemic times and be responsive to the changing needs of our members. These covid times have meant that we could not stick to a static plan and adaptability was critical in meeting our member's needs.

One of the potential challenges I have pondered this year as a leader of the staff team is how best to nurture wellbeing, especially in terms of helping the team to feel valued, motivated and well. This is vital in order that we as All Wales People First continue to do our members' voices justice at a national level. A time when our members' voices need to be heard louder than ever before. But the staff have not needed a great deal of support from me at all. They have shown enormous courage and fortitude in order to deliver their roles professionally, despite any personal challenges.

It is right that I acknowledge all staff's enormous contribution, especially during unprecedented times. A Chief Executive is only as good as the team who works with them. I do not believe I could wish for a better team than the one I have.

Finally, I must thank the local groups and of course the members across Wales for continuing to work with us and for their stamina and perseverance. I hope we have now come to the beginning of the end of our Covid journey. If we can survive this, we can survive anything. Onwards and upwards!

VICTORY FOR SELF ADVOCACY **Joe Powell**





All Wales People First Funding

“The second year of our Welsh Government funded project started on 1st April 2021. 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 £296,399 this financial year for the Hear Me, Include Me, Respect Me project.



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government



2021 - 2022 was the sixth 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's partnership with the Engage to Change project ended on 31st May 2021.

We continued our evaluation work with the project on a consultancy basis.

We were paid £184,113 up to May 2021 (Year 5).

From June 2021 (year 6) we were paid £5,836.14 for delivering evaluation forum events.

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 and extended until December 2022. We were paid £27,093 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 self-advocacy and they are:

Our Aims

1 - Members

- Talkback.
- National and Regional Councils
- AdFest
- Learning Disability Week
- Position statements
- Website and social media
- Member engagement
- Social Services and Well Being Wales Grant
- Lobbying and Campaigning
- Hate crime survey
- Winter wellbeing work
- Self-advocacy TV
- Engage to Change
- Through our Eyes



2 - Ideas

- National and Regional Councils
- AWPf Board of Directors
- AdFest 2021
- AWPf Political Manifesto 2021
- The Annual General Meeting
- New Projects



3 - Rights

- National and Regional Councils
- The Member Engagement Team
- MIRROR Leadership Training
- The Chief Executive
- AdFest
- Learning Disability Ministerial Advisory Group (LDMAG)
- Disability Equality Forum
- Disability Rights Taskforce
- Lobbying and campaigning
- Welsh Government consultations
- Position Statements
- Welsh Government consultations
- AWPf 2021 Manifesto
- Working Pan disability
- British Institute of Human Rights (BIHR)
- Hate crime survey
- A patron

4 - Reflect

- The National Council
- The Chief Executive
- AdFest
- Member Stories
- Sustainable Social Services and Well Being Wales Grant
- Policies, Memorandum and Articles
- Trading Arm
- MIRROR Co-ordinator's post
- Staff wellbeing surveys - Covid 19



5 - Organisation

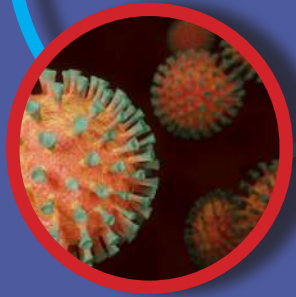
- AWPB Board of Directors
- Memorandum and Articles
- Marketing and Communication Strategy
- AWPB Staff Team
- MIRROR Co-ordinator
- Trading arm



6- Review

- The National and Regional Councils
- Independent Researchers
- MIRROR Co-ordinator

Covid 19



“Most of the work we usually do face to face had to happen online again this year. Some Team meetings and National Council meetings happened face to face. We also had an AGM at the Marriott Hotel in Cardiff on 5th October 2021”

We did most of the work we are funded to do but doing a lot of things online meant that we had an underspend again during for 2021 - 2022.

We did not have to use any reserve funds . We had to ask our funders whether it was ok to work a bit differently again for this period. Our funders agreed to change our targets (KPIs) for 2021-2022

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.

A lot of the Through our Eyes Project activities had to happen online too.

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. Despite pandemic restrictions our membership numbers have stayed steady.

The National Council



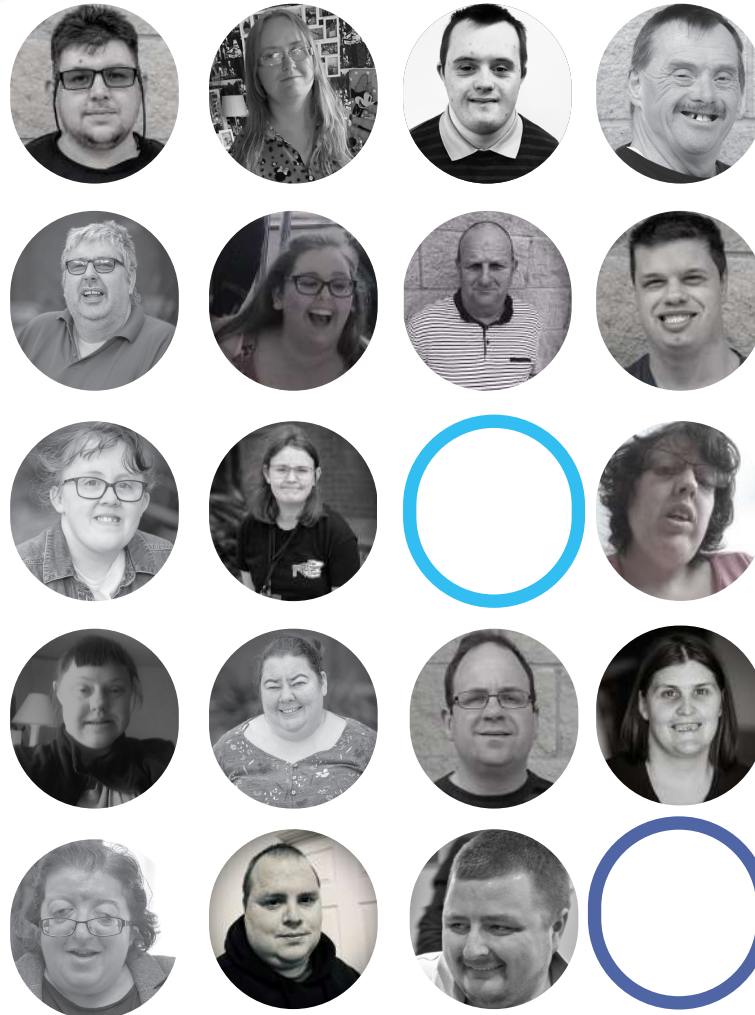
Chair

James Tyler
Pembrokeshire



Vice-Chair

Simon Richards
Cardiff



Sammy Tahramanis - Blaenau Gwent
Samantha Hall - Carmarthen
Bradley Okeefe - Merthyr Tydfil
Bryn Owen - Denbighshire
Richard Williams - Swansea
Ffion Poole - Caerphilly
Gary Angel - Flintshire
Harry Rendell - Gwynedd
Kara Williams - Neath Port Talbot
Bethan Kench - Ceredigion
Raymond Byles - Bridgend
Rebecca Chick - Cwm Taff
Rebecca Morgan - Powys
Rhiannon Currie - Newport
Richard Redmond - Conwy
Sarah Duke - Torfaen
Sarah Griffiths - Monmouthshire
David Sweeting - Vale of Glamorgan
Scott Wilson - LGBTQ+ rep



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



The National Council met six times this year. This is more than last year because members asked for six shorter meetings instead of 4 long meetings. Most meetings happened on Zoom. The meeting on 6th October 2021 was in person and on Zoom.

The National Council usual target for attendance is 70%. This was reduced to 50% again for this year while face to face meetings could not happen. The average attendance of the National Council for this reporting period was 67%.

Sub-group meetings on Position Statements, Increasing Membership and Lobbying and Campaigning were postponed again 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

Extending representation

Black and Minority
Ethnic and LGBTQ+ rep.
Joined Inclusion Europe.
Rep on European
Self-advocacy Network



Transport

Worked with
Stagecoach South
Wales to give feedback
on public transport



Review

Looked at independent
researcher's findings
about AWPf.

Review of Memorandum
and Articles



Covid 19

Looking at the early
findings of the Covid
research work in
partnership with other
organisations and
Universities.



Regional Councils

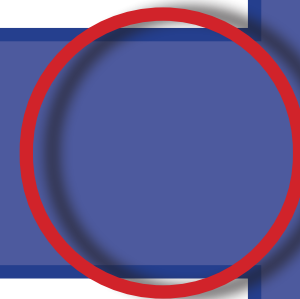
Work with Regional
Partnership Boards to
Co-design regional
services



AdFest

Designed AdFest 2022

Gave feedback on
AdFest 2021



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



Natasha Hirst
Through our Eyes
Project Manager



Gerraint Jones-Griffiths
Outreach Worker



Claire Morgan
Business and
Communications
Administration Assistant



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.

Joe has represented the organisation in more than fifteen forums, including: Learning Disability Ministerial Advisory Group (LDMAG); Third sector Consortium with Welsh Government and Public Health Wales; Welsh Government Hate and Community Tension Board Cymru; LGBT Action Group; Challenging Behaviour Code of Practice; Disability Equality Forum; British Institute of Human Rights; Public Health Wales Stakeholder Forum; Police Accountability Legitimacy Group; ADSS Cymru Covid Group; Loneliness and Isolation Stakeholder Group; Disability Rights Taskforce.

Throughout the year, Joe has met with self advocacy groups 9 times. This fulfils his pledge to do at least 8 meetings a year with groups.

Joe has been available to members each working day throughout the Covid Pandemic

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



Annual Conference: AdFest 2021



All Wales People1st "This year we are celebrating people with learning disabilities and what it means to have pride in who we are"
James Tyler - [@AllWalesPF](#) National Council Chair [#LDAdFest2021](#)



Fran O'Hara Remote [#graphicrecording](#) a visual map at one of my favourite annual events: [@AllWalesPF](#) conference. Powerful discussion on [#learningdisability](#) [#pride](#) theme "Proud to have a LD, we have a lot to offer" [#advocacy](#) & [#coproduction](#) in action [#LDAdFest2021](#) & [#LDPride](#) [#Wales](#) [@scarletdesigngr](#)



All Wales People First [@AllWalesPF](#) Gerraint has opened the [#LDAdFest2021](#) Pride Party. Take a look at the team face swap pictures which Gerraint just shared - brilliant! Are you joining us for some fun and a boogie? We're here until late again tonight...



AdFest

“In a Wales looking to include everyone as active citizens, this event could be an important opportunity to decide amongst us how we want to be seen, included and respected” - Joe Powell

AdFest 2021 took place online once again this year. It was moved from the usual month of October and took place in June so that AdFest could happen during Learning Disability Week. The members decided that the AdFest 2021 event should focus on Learning Disability Pride and what makes us proud to have a learning disability. The keynote speaker was Sir Robert Martin from New Zealand People First. Sir Robert has personal experience of living in institutions and has been a member of the United Nations Committee on the Rights of Persons with Disabilities since 2017. Ad Fest ran all day and in to the night with the main event; MIRROR awards; Fringe Festival; Gerraint's Pride Parade Party. AdFest was attended by 64 people.

Members had a lot to say during the **Devil's Advocacy** session:

“When I was younger people used words like ‘sub-normal’ and ‘spastic’ and I am proud that I was part of getting those sorts of labels changed”; “I’m proud to be a person with a learning disability, it’s part of my identity”; “The challenges we face make us stronger.”

“As I’ve got older, I’ve accepted who I am”



The **MIRROR Award** winners were:

Member award in memory of Linton Gower - Catherine Williams and Kelsey Shaw, West Glamorgan People First

Ideas award - Dwan Gullis, Cardiff People First

Rights award - Jack Cavannah

Reflect award - Stacey Traylor, Vale People First

Organisation award - Cwm Taf People First, Pauline Carter

Review award - Tina Larner, People First Bridgend



David Whittle Chaired the **The Fringe event** which started at 6pm. Michelle Williams and Paul Mazurek from the North Wales Together Transformation Team did a presentation about interviewing people on Facebook. Members from Cwm Taf People First did a presentation on their work on help with hard words. Ffion Poole from Caerphilly People First did a quiz. Tracey Drew was in the studio doing a self portrait workshop - We had a laugh!

Members had a lot of fun late in to the night at **Gerraint's Pride Party** disco.



All Wales People First

Talk Back

The National Voice of People with Learning Disabilities in Wales



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

There were articles about...

Through our Eyes Photography Project

Updates from the Chied Executive

Regional updates from Self-advocacy groups, including:

Prestatyn's 'Learn to Teach - Digital Inclusion for us' project

North Wales Participation Group

Caerphilly People First's Reconnect Focus Group

Cwm Taf People First's 'Full Circle' project

Carmarthenshire People First's Walk and Talk groups

The sad passing of Carmarthenshire People First and AWPf member Vicky Lanfear

Cardiff People First and Vale People First's 'Our Health, Our Voice' project

The start of Roaring Mon and Rainbow Gogs yr Enfys LGBTQ+ self advocacy groups

People First Bridgend's Advisory Team's work with local authorities about the impact of Covid





Website and Social Media



The website has been an important platform for sharing information with our members. We posted regular updates on each platform, including Joe's Soapbox articles; member stories; Covid news update video clips; MIRROR pack of policies; Useful resources. Our followers on each platform have increased every month.

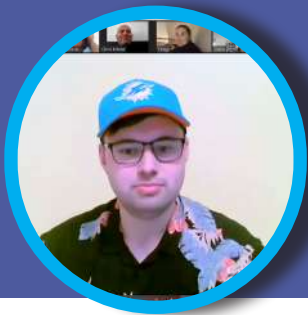


We have 204 followers on our Instagram page - That is 52 more than last year
We have 1329 followers on Facebook - That is 319 more than last year
We have 2677 followers on Twitter - That is 509 more than last year



All Wales People First @ AllWalesPF 23/2/22

"Our CEO Joe Powell has given his report on members' experiences during the lifting of Covid restrictions. Read up on the 'unintended consequences of the period such as day centres remaining closed and difficulties with transport'"



Engagement: with members

We have continued to share members' stories and experiences through Talkback; website diary updates; social media; video clips and reports.

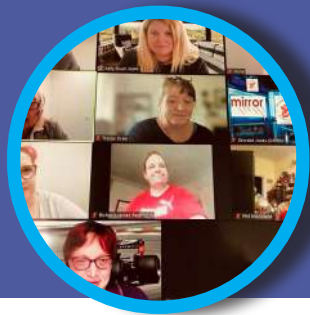
Members' experiences have been shared with Welsh Government, Third Sector organisations and Public Health Wales to inform changes for the better for people with learning disability during Covid 19 and moving forward.

Those shared experiences not only tell us how well we are delivering on our MIRROR strategy, they also help us to write our reports, they help to shape Welsh Government policy, and show us where we need to focus our work in moving forward.

Members told us there was not enough accessible information available about the Covid Pandemic and the rules. In response to member's calls to action, we produced weekly Welsh and English language video news updates throughout the pandemic. 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.

Outreach Worker Gerraint has run fortnightly online SATV and nightclub sessions on Zoom throughout this period.





Engagement: Regional Partnership Boards

The Mirror Co-ordinator Philippa has worked to help groups access and make the best use of our Mirror pack of policies. Philippa also shared the revised Board pack with Groups and offered support to groups who needed help with applying the principles to their own governance practice.

The Mirror Co-ordinator designed Governance training for local groups. The training focussed on what good Governance is. Philippa also asked groups what support they want from All Wales People First. Philippa delivered one national training session and two regional sessions.

Our Regional Councils are sub-Councils of the All Wales People First National Council. There were 23 Regional Council meetings during this period. The Membership Engagement Advisor arranges and supports the National and Regional Council meetings.

The Mirror Co-ordinator wrote a report about the activities of Regional Councils and their work with Regional Partnership Boards and Regional Partnership sub-groups. The report was shared with Welsh Government and All Wales People First Board of Directors.

We held four SWAN meetings during this period. SWAN meetings are opportunities for Support Workers to share challenges, self advocacy news and hot issues happening in their areas.



Engagement: with other organisations

Members engaged with partner organisations to review the Health Equality Framework; to measure the impact of the Social Services and

Wellbeing Wales Act; check Social Care Wales safeguarding materials.

We used what members told us during this period, to produce several reports. We shared the information on our website, with decision makers, and we will use the information to shape our future work.



Engagement: self advocacy groups

We committed to increase engagement with members and self advocacy groups across Wales to support them through challenging times. The Mirror Co ordinator and Chief Executive listened to group's experiences about delivering self advocacy across Wales and reported those experiences to Welsh Government.

The MIRROR Co-ordinator wrote a report explaining self advocacy group's experiences of working with Regional Partnership Boards to co-design local services.



Engagement: Consultations



We have responded to the following consultations during this period:
Changing Places (Welsh Government); LGBTQ+ Action Plan (Welsh Government);
Race Equality Action Plan (Welsh Government); Re-balancing care and support (Welsh
Government); Learning Disability Strategic Action Plan 2021-2026 (Welsh Government); Mental
Health Inequalities, call for evidence (Welsh Parliament); Benefits System in Wales Inquiry (UK
Parliament); Shaping future support: Health and Disability (Department for Work & Pensions);
Modernising Lasting Powers of Attorney (Ministry of Justice);

Position statements & campaigning

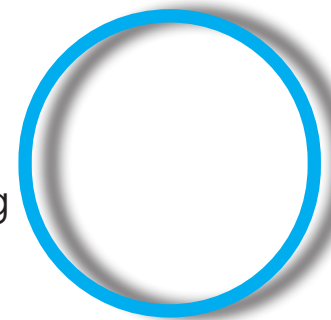
During this period we produced a position statement on Transgender.

We have campaigned about:

- Poor experiences of people with learning disabilities during Covid 19
- Human Rights
- Protecting self advocacy

We contributed to: ● Locked out, Hidden Lives report

- Joint call to Action on UK Government to provide support to people with learning disabilities in Ukraine





Self advocacy: research to shape the future

The future of self-advocacy continues to be a concern for All Wales People First.

Joe started to map the experiences of self-advocacy and other advocacy organisations in Wales so that we can tell the Welsh Government about the state of advocacy across Wales.



Human rights

Joe is a Board member of the British Institute of Human Rights.

We worked with The British Institute of Human Rights (BIHR), Pembrokeshire People

First and other organisations to:

- Call for an accessible consultation process (the consultation period was extended for disabled people as a result)
- Engage with the consultation process and support members to engage.
- Raise awareness about the potential impact of replacing the Human Rights Act with a Bill of Rights.





Hate crime survey



All Wales People worked with local groups to deliver hate crime survey work with People First members.

The information from the survey will provide the first ever data on learning disability hate crime in Wales. The work was completed and submitted on 31 March 2022.

Trading arm

The Board worked with the National Council and Social Firms Wales about options for a trading arm for All Wales People First.

We looked at legal and financial options and these will be discussed by the National Council during the next reporting period.

The National Council will decide whether we should have a trading arm.

If they want to go ahead, they will agree what it should do, and talk about how we can make it happen.



Learning Disability Advisory Group (LDMAG)



LDMAG meetings were held on video conferencing platforms again this year due to the Covid 19 pandemic.

All Wales People First had representation at all LDMAG meetings. Our LDMAG representatives are: Joe Powell, Chief Executive; Sophie Hinksman - Chair and member of Pembrokeshire People First; Lynne Evans, member of Cwm Taf People First; Michelle Williams, member of Conwy Connect.

Joe chaired four task and finish groups of LDMAG. They looked at what needs to be in the next plan now that Improving Lives programme has finished.

Joe put a report together and it was submitted to the Welsh Government. The report will be the basis of a new learning disability strategy for the Welsh Government. The new learning disability strategy was not launched during this reporting period.



Learning Disability Week

Outreach Worker Gerraint Jones-Griffiths held an SATV session during Learning disability week, to ask members how Wales should look in 30 years time if people with learning disabilities are treated as equals in society. This contributed to Joe's report to LDMAG about the aims of a new learning disability strategy.

The National Council have also decided to move the annual AdFest event to Learning Disability Week



Engage to Change

We held two evaluation events for the Engage to Change project. One in Prestatyn and one in Cardiff.

A report of member feedback was produced and given to the project partners.

The Lead Ambassador post was transferred over to Learning Disability Wales. Ambassador posts were made redundant.





Through our Eyes project



Through our Eyes photography project is funded by the Big Lottery Fund. 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.

We had to change the way we delivered some of the project because lots of our work for this period had to happen online. It meant that we couldn't do as many one to one photoshoots as we had planned. The project is due to end on 31st December, during the next period.

During this period, the project did:

- Four online member engagement sessions about valued roles and experiences.
- Set up a project steering group to choose the images and the memes for the project.
- Edited the images and Memes for the final exhibition.
- Planning for the final exhibition event at the Senedd
- Skills building workshops to teach members about social media and photography skills.
- Project filming and photography shoots.





All Wales People First Finances 2021-2022



Income	£430,723
Less spending	£396,131
Difference	£ 34,592





Where our money came from

Welsh Government

Hear me, Include me, Respect me

£302,831

Welsh Government Hate crime work

£ 9,000

Welsh Government Winter pressures

£ 21,000

Lottery Engage to Change

£ 6,750

Lottery Though our Eyes

£ 27,093

North Wales Participation Fund

£ 30,000

North Wales Together

Other income

£ 34,049

Total

£430,723



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government





How we spent our money

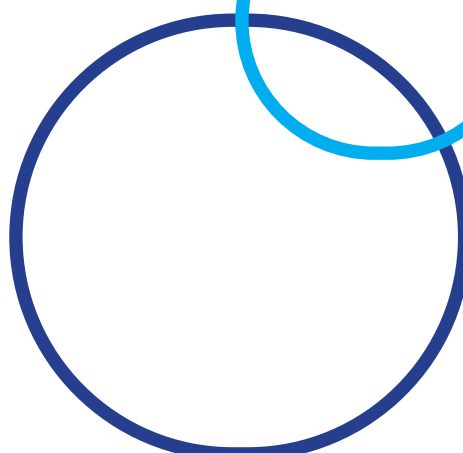
Conferences and Subscriptions	£ 50,324
Staff costs (salaries and pension)	£ 227,252
Depreciation	£ 1,332
Legal & professional	£ 15,929
Office costs	£ 62,062
Meeting costs	£ 1,760
Monitoring & evaluation	£ 2,850
National & Regional Council	£ 10,827
Recruitment	£ 1,020
Staff travel & subsistence	£ 14,339
Telephone costs	£ 1,931
Training & events	£ 6,505

Total Spending **£396,131**





Board of Directors



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





Full members

Adam	Bartle	Bridgend	Anna	Howell	Pembrokeshire	Carl	Roberts	Flintshire
Adam	Bartle	Bridgend	Anne	Luxton	Torfaen	Carla	Williams	Conwy
Adam	Dawkins	Swansea	Anthony	Daniels	Bridgend	Caroline	Nash	Gwynedd
Adam	Elameer	Swansea	Anthony	Davies	Caerphilly	Carys	Cousins	Swansea
Adam	White	Bridgend	Anthony	Higgs	Torfaen	Casey	Dawes	Gwynedd
Adam	Williams	Caerphilly	Anthony	Mitchell	Cardiff	Cath	Viakos	Newport
Adrian	Williams	Gwynedd	Arthur	Pritchard	Anglesey	Catherine	Jones	Conwy
Alan	Williams	Blaenau Gwent	Ashley	Smith	Caerphilly	Catherine	Williams	Swansea
Aled	Lewis	Carmarthenshire	Becky	Tweedle	Bridgend	Cathy	Auckballary	Vale
Alex	Perry	Newport	Ben	Jones	RCT	Cathy	Taylor	Ceredigion
Alex	Roberts	Caerphilly	Ben	Learoyd	Ceredigion	Catrin A.	Jones	Swansea
Alex	Wooler	Caerphilly	Ben	Taylor	Vale	Ceris	Jones	Port Talbot
Alex D.	Stevenson	Vale	Beryl	Woodfine	Powys	Charlotte	Azeppazdi	RCT
Alison	Szigetvari	RCT	Bethan	Foxall	Gwynedd	Charlotte	McMillan	Torfaen
Alun	Matthews	Bridgend	Bethan M.	Evans	Gwynedd	Chloe	Aineomugisha	Blaenau Gwent
Amy	Barrett	Pembrokeshire	Bethan	Kench	Ceredigion	Chloe	Williams	Torfaen
Amy	Jones	Caerphilly	Blue	Svensson	Swansea	Chloe	Cannon	RCT
Andrea	Davies	Swansea	Bradley	O'Keefe	Merthyr Tydfil	Chris	Clarke	Powys
Andrew	Carlake	Monmouthshire	Bradley	Powers	Swansea	Chris	Kidner	Carmarthenshire
Andrew	Davies	Llanelli	Brian	Roberts	Swansea	Chris	Marick	Vale
Andrew	Evans	Swansea	Brian	Thomas	Cardiff	Chris	Power	Vale
Andrew	Gapa	Torfaen	Brian	Thomas	Powys	Christopher	Davies	Caerphilly
Andrew	May	Gwynedd	Brian	White	Caerphilly	Christopher	Edwards	Neath PT
Andrew	Wellington	NeathPT	Brian	Williams	Powys	Christopher	Jones	Carmarthenshire
Aneurin	Williams	Caerphilly	Candis	Penny	Powys	Christopher	Lischka	Carmarthenshire
Angelo	Tahramanis	Blaenau Gwent	Carina	Davies	Powys	Claire	Holly	Blaenau Gwent
Angie	Edwards	Carmarthenshire	Carinder	Malhi	Surrey	Claire	Rasmussen	RCT
Anita	Clasby	Ceredigion	Carl	Barber	Denbighshire	Clare	Whittle	Powys
Ann	Jones	Carmarthenshire	Carl	Davies	Pembrokeshire	Clive	Edwards	Gwynedd
Ann	Williams	Neath PT	Carl	Fowler	Ceredigion	Colin	Brighten	Denbighshire
			Carl	Millard	Pontypridd	Colin	Jewkson	Caerphilly

Colin	Price	Caerphilly
Connie	Phibben	Swansea
Craig	Channel	Bridgend
Craig	Grunan	Neath Port Talbot
Craig	Roberts	Swansea
Cynthia	Singer	Caerphilly
Daffyd	Williams	Monmouthshire
Dafydd	Roberts	Gwynedd
Dan	Hiley	Powys
Daniel	Barnard	Merthyr Tydfil
Daniel	Harris	RCT
Daniel	Lambert	Flintshire
Daniel	Sheppard	Ceredigion
Danny	Coates	Denbighshire
Danny	Couty	Denbighshire
Danny	Millward	Monmouthshire
Darren	Thomas	RCT
David	Baker	Ceredigion
David	Blow	Caerphilly
David	Curwen	Bridgend
David	Evans	Caerphilly
David	James	Powys
David	Lewis	Powys
David	Reynolds	RCT
David	Sweeting	Vale
David	Twomey	Neath Port Talbot
David	Weir	Glasgow
David	Whittle	Powys
David	Wilberforce	Wrexham
David	Williams	Swansea
David R.	Bennett	Blaenau Gwent
Dawn	Gullis	Newport
Debbie	Ford	Denbighshire
Debbie	Lomas	Conwy
Debbie	Stride	Bridgend
Debbie	Williams	Gwynedd
Deborah	Gould	Gwynedd

Derek	Howitt	Caerphilly
Derek	May	Newport
Donna	Yule	Swansea
Dyfan	Roberts	Denbighshire
Dylan M.	Pugh	Carmarthenshire
Ed	Lewis	Pembrokeshire
Edward	Stanley	Powys
Eirwen	Lewis	Neath PT
Elaine	Jones	Powys
Elaine	Kelham	Blaenau Gwent
Eleanor	Morgan	Powys
Elinor	Williams	Gwynedd
Elizabeth	Attwood	Blaenau Gwent
Elizabeth	Broad	Powys
Elsa	Jones	Powys
Emily	Cleverly	Carmarthenshire
Emma	Ashley	Denbighshire
Emma	Tamlin	Swansea
Emma J.	Prosser	Bridgend
Eric	Davies	Monmouthshire
Evan	Hughes	Anglesey
Faye	Parrington	Ceredigion
Ffion	Poole	Caerphilly
Ffion	Roberts	Bridgend
Frances	Holmes	Gwynedd
Gareth	Cotton	Swansea
Gareth	Humphries	Swansea
Gareth	Humphreys	Swansea
Gareth	James	RCT
Gareth	Sully	Newport
Gareth	Walters	Caerphilly
Garry	Edwards	Blaenau Gwent
Gary	Angell	Flintshire
Gary	McGeary	Gwynedd
Gary	Spencer	Swansea
Gavin	Gardner	Bridgend
Gemma	Woodstock	Torfaen

George	Breeze	Cardiff
Geraint	Eardley	Gwynedd
Gerraint	Jones-Griffiths	Blaenau Gwent
Gina	Caseley	Cwmbran
Glayne	Walker	Cardiff
Gloria	John	RCT
Glyn	Williams	Flintshire
Graeme	Roberts	Anglesey
Graham	Price	Port Talbot
Graham P.	Webb	Bridgend
Grahame	Canning	Denbighshire
Gregory J.	Cornet	Bridgend
Griff	James	Ceredigion
Gwynfor	Lewis	Denbighshire
Hannah	Futyan	Conwy
Hannah	Morgan	Sir Gar
Hannah	Thomas	Caerphilly
Harold	Evans	Caerphilly
Harry	Rendell	Gwynedd
Hayley	Price	Swansea
Helen	Jones	Ceredigion
Helen L.	Price	Vale
Huw David	Jenkins	Carmarthenshire
Ian	Copping	Bridgend
Ian	Swannick	Vale
Iris	Poole	Torfaen
Isobel	Harris	Aberdare
Ivy	Thomson	Bridgend
Jade	Davies	RCT
Jade	Lee	RCT
James	Andrew	Gwynedd
James	Crowley	Pembrokeshire
James	Dash	Pembrokeshire
James	Lewis	Denbighshire
James	Mothersole	Torfaen
James	Tyler	Pembrokeshire
Jamie	Farr	Monmouthshire

Jamie	Roberts	Caerphilly
Jane	Hawkins	Powys
Jane	Sturla	Flintshire
Janice	Partridge	Cardiff
Janis	Wyburn	Blaenau Gwent
Jason	Bayliss	Bridgend
Jason	Morris	Ceredigion
Jason	Stone	Swansea
Jeni	Snell	Newport
Jenifer	Lewis	Bridgend
Jenny	Sibley	Caerphilly
Jeremy	de Wilton	Pembrokeshire
Joan	Llewellyn	Bridgend
Joanna	Jones	Cardiff
Joanne	Herbert	Cardiff
Joanne	Wilton	Denbighshire
Joanne	Williams	Conwy
Jodie	Maher	Swansea
John	Greenland	Monmouthshire
John	Greig	Vale
John	Richards	Caerphilly
John	Swift	Gwynedd
John	Williams	Powys
Jonathan	Brown	Vale
Jonathan	Richards	Carmarthenshire
Jonathan	Howard	Ceredigion
Jonathan	Tranter	Anglesey
Jonathan	Williams	Bridgend
Jonny	Vann	Neath Port Talbot
Joseph	Andrews	Pembrokeshire
Joseph	Blackley	Gwent
Josephine	Barber	Flintshire
Joshua	Phelps	RCT
Joy	Davies	Neath Port Talbot
Joy	Deere	Neath Port Talbot
Julian	Hall	Swansea
Julie	Devereux	Powys

Julie	Farmer	Bridgend
June	Williams	Swansea
Kaitlin	Matthews	Carmarthenshire
Kalvin	Jones	Anglesey
Kara	Williams	Neath PT
Karen	Hinton	Neath PT
Karen	Morgan	Vale
Karen	Newman	Flintshire
Karen	Tallack	Swansea
Karl	Denning	Torfaen
Karl	Gregory	Bridgend
Kate	Bass	Monmouthshire
Katherine	Wheeler	Carmarthenshire
Katie	Mears	Caerphilly
Katie	Moore	Caerphilly
Katie	Preece	Neath PT
Kay	Bevan	Carmarthenshire
Kelly	Ball	Newport
Kelly	Rideout	Vale
Kelsey	Shaw	Carmarthenshire
Kenneth	O'Mahoney	Pembrokeshire
Keri-Ann	Willetts	Caerphilly
Kevin	Stone	Blaenau Gwent
Kurtis	Marshall	Vale
Kylie	Ashill	Torfaen
Kylie	Steadman	Powys
Laura	Powell	Powys
Laura	Wilson	Monmouthshire
Lauren	Jones	Vale
Lauren	Howells	RCT
Lee	Roberts	Conwy
Les	George	Caerphilly
Lesley	Chick	Gwynedd
Lesley	Crosbie	Monmouthshire
Lesley	Reed	RCT
Lewis	McDougall	Carmarthenshire
Linda	Aylward	Gwynedd

Linda	Evans	Swansea
Linda	Tonks	Newport
Lindsey	Thomas	Ceredigion
Lisa	Barker	Swansea
Lisa	Davies	Neath Port Talbot
Lisa	Pickard	Cardiff
Llinos	Roberts	Gwynedd
Lloyd	Crowley	Powys
Lloyd	Jones	Conwy
Lois	Hughes	RCT
Louise	Armstrong	Swansea
Louise	Weaver	Monmouthshire
Lowri	E. Hughes	Conwy
Lucy	Harries	Monmouthshire
Lucy	Hinksman	Pembrokeshire
Luke	Powell	Torfaen
Luke	Thomas	Torfaen
Lydia	Cole	Powys
Lynda	Withers	Torfaen
Lyndsay	Howard	Monmouthshire
Lynne	Evans	RCT
M	Hughes	Pembrokeshire
Mair	Ashton	RCT
Malcolm	McGuire	Denbighshire
Marc	Williams	Caerphilly
Margaret	Evans	Swansea
Mari	Rowlinson	Gwynedd
Mark	Banks	Conwy
Mark	Firkin	Swansea
Mark	Lewis	Newport
Mark	Owens	Swansea
Mark	Sibley	Caerphilly
Mark	Thomas	Gwent
Mark	Williams	Caerphilly
Mark A.	Barnard	Bridgend
Martin E.	Matthews	Pembrokeshire
Mary	Hayman	Vale

Mathew	Purnell	Cardiff
Matthew	Archer	Neath PT
Matthew	Heit	Neath PT
Matthew	Jones	Neath PT
Matthew	Lack	Vale
Matthew	McDonald	Conwy
Melanie	Jones	Conwy
Melville	Harding	Blackwood
Michael	Allcock	Cardiff
Michael	Cain	Denbighshire
Michael	Jones	Bridgend
Michael	Jones	Gwynedd
Michael	Rees	Caerphilly
Michael	Chick	RCT
Michelle	Manning	Caerphilly
Michelle	Williams	Conwy
Mike	Power	Neath PT
Molly	Matthews	Cardiff
Morgan	Llwyd Jones	Caerphilly
Myfanwy	Andrews	Powys
Myfanwy	Jones	Anglesey
Naomi	Lee	Swansea
Natalie	Davies	Neath PT
Nathan	Odem	Gwynedd
Neil	Bufton	Powys
Neil	Williams	Swansea
Nicola	Lewis	Caerphilly
Nicola	Roberts	Swansea
Nicole	Bird	Caerphilly
Nigel	Turner	Monmouthshire
Norman	Williams	Bridgend
Olly	Havard	Monmouthshire
Ope	Abidogun	Newport
Paul	Coles	Bridgend
Paul	Donnelly	Cardiff
Paul	Hughes	Caerphilly
Paul	Jones	Swansea

Paul	Lewis	Bridgend
Paul	Lewis	Gwynedd
Paul	Pendlebury	Bridgend
Paul	Rowlands	Bridgend
Paul	Tucker	Carmarthenshire
Peter	Allen	Ceredigion
Peter	Gauterin	Wrexham
Peter	Herniman	Caerphilly
Peter	Jones	Swansea
Peter	Litten	Denbighshire
Peter	MacAndrew	Denbighshire
Peter	Marsh	Conwy
Peter	Powell	Monmouthshire
Peter	Thomas	Gwynedd
Philip	Moors	Conwy
Philip	Moreland	Conwy
Phillip	Morgan	RCT
Phillip	Williams	Bridgend
Phillip	Woolley	Powys
Phillip Evan	Collins	Carmarthenshire
Rachel	Bewick	RCT
Rachel	Howells	RCT
Raymond	Byles	Bridgend
Rebecca	Chick	RCT
Rebecca	Jones	RCT
Rebecca	Jones	Gwynedd
Rebecca	L. Roberts	Gwynedd
Rebecca	Morgan	Powys
Rebekah	Prosser	Bridgend
Rhian	Evans	Powys
Rhiannon	Currie	Newport
Rhiannon	Griffiths	Pembrokeshire
Rhiannon	Isaac	Bridgend
Rhiannon	Rees	Swansea
Richard	Batchelor	Swansea
Richard	Dunlop	Bridgend
Richard	Horrigan	Cardiff

Richard	Taylor	Bridgend
Richard	Taylor	RCT
Richard	Williams	Swansea
Richard J.	Harmer	Pembrokeshire
Richard J.	Redmond	Conwy
Robert	Morris	Neath Port Talbot
Ron	Hellman	Blaenau Gwent
Rory	Westhoff	Carmarthenshire
Ros	Jacobson	Torfaen
Rosie	W. Jones	Powys
Ross	Thomas	Denbighshire
Rowena M.	Williams	Gwynedd
Ruth	Barker	Carmarthenshire
Ruth	Lewis	Carmarthenshire
Sadie	Williams	RCT
Sam	Evans	Gwent
Sam	Jones	Bridgend
Sam	Phillips	RCT
Sam	Taylor	RCT
Samantha	Hall	Carmarthenshire
Samantha	Hupton	Anglesey
Samantha	Stevenson	Vale
Samantha	Taylor	RCT
Samantha	Mitchell	Newport
Sammy	Tahramanis	Blaenau Gwent
Sandra	Tinklin	Monmouthshire
Sarah	Chamberlain	Anglesey
Sarah	Duke	Torfaen
Sarah	Griffiths	Monmouthshire
Sarah	Rosser	Monmouthshire
Sarah	Thornton	Gwynedd
Savvas	Tahramanis	Blaenau Gwent
Scot	Wilson	Flintshire
Scott	Weetman	Caerphilly
Sean	Whelan	Bridgend
Shahid	Afsar	Cardiff
Sharon	Austin	Bridgend

Sharon	Blow	Caerphilly
Sharon	Cochrane	Caerphilly
Shaun	Roberts	Denbighshire
Shaun	Heath	Denbighshire
Shayna	Harris	Conwy
Sheena	Griffiths	Flintshire
Sheila	Moors	Conwy
Sheila	Shore	Gwynedd
Shirley	Cleeve	Anglesey
Simon	Fernandez	Denbighshire
Simon	Rice	Carmarthenshire
Simon	Richards	Cardiff
Sophie	Hinksman	Pembrokeshire
Sophie	Morgan	Gwent
Sophie	Scheeres	Cardiff
Sophie	Wakeling	Torfaen
Stacey	Traylor	Vale
Stephen	Knight	Monmouthshire
Stephen	Miles	Newport
Stephen	Thomas	Denbighshire
Stephen	West	Cardiff
Stephen	Richardson	RCT
Steve	Pocknell	Carmarthenshire
Steve	Smith	Torfaen
Steve	Williams	Cardiff
Steven	Davies	RCT
Steven	Morgan	Monmouthshire
Steven	Stone	Merthyr Tydfil
Stuart	Paget	Bridgend
Susan	Davey	Cwmbran
Susan	Haines	Cwmbran
Susan	Mitchell	Newport
Susan	Shaw	Bridgend
Susan M.	Saunders	Torfaen
Tanwen	Bryn Lloyd	Gwynedd
Teri-Anne	Payne	RCT
Thomas	Oakes	Ceredigion

Thomas	Watling	RCT
Tim	Davies	Powys
Tim	Hallet	Torfaen
Tina	Larner	Bridgend
Toby	Richardson	Swansea
Tom	Spencer	Denbighshire
Toni	James	Blaenau Gwent
Tony	Griffiths	Wrexham
Tracey	Cosgrove	Newport
Tracey	Cridland	Caerphilly
Tracey	Smith	Denbighshire
Tracy	Austin	Anglesey
Trudi	Owen	Anglesey
Victoria	Waller	Anglesey
Vicky	Lanfear	Neath Port Talbot
Wendy	Gough	Pembrokeshire
Wendy	Thomason	Carmarthenshire
William	Bennett	Neath Port Talbot
William	Jones	Bridgend
William	Young	Anglesey
William Bryn	Owen	Denbighshire
Yolande	Scott	Gwynedd
Yvonne	Williams	Anglesey
Zoe	Coleman	Newport

Associate members

Adam	Wakeford
Alison	Kendrick
Charlotte	Saunders
Charlotte	Azzepazdi
Christine	Martin
Daniel	Bamsey
Debbie	Kirkman

Ian	Kinsella
Jack	Cavanagh
Jackie	Hughes
Jan	Walmsley
Jean	Gregson
Jill	Milligan
Julie	Davies
Karen	Chandler
Karin	Phillips
Kay	Wood
Lee	Ellery
Lorraine	Linford
Mark	John-Williams
Rachel	Philbrick
Sue	Oakley
Thomas	Oakley



Group members

Standards of Wrexham Services (SWS)

- RCT People First
- Our Voice Our Choice
- Caerphilly People First
- Your Voice Advocacy
- Carmarthenshire People First
- NWAAA
- Merthyr People First
- Vale People First
- Blaenau Gwent People First
- Dewis Centre for Independent Living
- Cardiff People First
- Conwy Connect

