

All Wales People First

ANNUAL REPORT

2023



allwalespeople1st.co.uk





Produced by All Wales People First 2023

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Report from the Chair of the National Council

“We started our year with a two-day meeting in Wrexham making exciting plans for All Wales People First. Board members, Bob Rhodes and Margaret Flynn joined us to talk about creating new ways All Wales People First could make money and influence the social care system” .

In June we heard about how the Engage to Change project is changing policy to support employment for people with learning disabilities. This was welcome news, as so many members want to work. At this meeting, we first heard of the difficulties members have been experiencing renewing their concessionary travel card or bus pass. This issue has dominated this year. Being able to travel for free on buses and some trains enables us to visit friends, get to work, join self-advocacy meetings and more. Without a bus pass, members are isolated and pushed further into poverty. We have worked hard this year to bring this issue to the attention of decision makers.

In Llandudno in December, we heard about Disability Employment Champions and the support that is available for disabled people in work. We also heard about the work of Improvement Cymru on Annual Health Checks. Reps were impressed by the North Wales Health Check

Champions and the work in Cardiff. Reps asked for these great initiatives to be available across the whole of Wales. Having an annual health check is a great way to look after yourself and keep healthy.

In March 2023 Reps once again talked about the label we use to describe what we all have in common. There was a robust debate about social model language, the right to decide on our own labels and remaining with a label that is familiar to services. After a vote, Reps decided to keep using the term 'people with learning disabilities'. We will ask members again in a few years as attitudes and understanding change.

March 2023 also saw a newly elected National Council learn about their role before the meeting was cut short because of inclement weather. I was really pleased to be elected as Chair of the National Council and to be joined by Samantha Hall as Vice Chair. I'd like to take this opportunity to thank James Tyler and Simon Richards for their time leading the National Council.

Tracy Austin - Chair of the National Council



Chief Executive's Report

“This year has been a very interesting one for All Wales People First. It felt wonderful to finally come back into the light of day after the restrictions of lockdown caused by Covid 19 and finally engage with our members in person again.”

AdFest 2022 was an incredible example of this. It seemed to be more special than usual. I don't know if it was the fact, it was the first in person event since lockdown, the beautiful venue (Quay Hotel in Deganwy), the glorious weather, the excellent organisation by the AWPf staff team or a combination of all of those things but this year's AdFest was the best annual event I can remember in my time with All Wales People First.

The National Council discussed ways that All Wales People First could make money and safeguard itself for the future. This is important given the difficult times we are living in when funding is tight, and the future is not certain. It could also be a positive opportunity to create employment opportunities for our members and generate work for local Self-Advocacy groups. Members of the National Council and members of the Board of Directors met at two 'think tank' meetings to discuss the way forward. I have been working on a Business Plan for the trading arm with Social Firms Wales. We will pick this work up next year.

“This year we also started to think about the next MIRROR Strategy for All Wales People First. It is important that we plan for how we are going to deliver our members’ voice at a national level in every business plan we write. This is because the needs of members and the groups change, and the health and wellbeing of local groups changes too. We need to always look at how we can best support our local groups.”



Our Self-Advocacy Development Manager, Philippa Davies has been working hard with local groups to assist them in strengthening Self-Advocacy across Wales. Philippa has supported Our Voice, Our Choice in Ceredigion to register as a charity and worked with our Member Engagement Advisor, Tracey Drew with members of Torfaen People First to establish a new group. This work is ongoing.

We have continued to make the case for the challenges facing advocacy and Self-Advocacy in Wales with the Welsh Government, particularly the Learning Disability Ministerial Advisory Group. I am delighted that the Welsh Government have commissioned the Associated Directors of Social Services (A.D.S.S) to work on an Advocacy Framework for Wales and that we will be partnering them with this work. We will make sure that the voices of our local groups and members are connected to this important work. The survival of Self-Advocacy across Wales is always at the forefront of the work we do. We hope the Advocacy Framework for Wales will play a big role in saving all forms of advocacy across Wales.



“This year marked my tenth anniversary as the Chief Executive of All Wales People First. I can’t begin to tell you how proud I am to represent you and your wishes at a national level”.

Another major challenge this year has been with regards to challenging the proposed repeal of the Human Rights Act and replacing it with a British Bill of Rights. We (AWPF Comms team, Member Engagement Team and I) have been working with members across Wales to work with Human Rights partners such as the British Institute of Human Rights to challenge this. Losing the Human Rights Act would make it much harder for our members to live as active and equal citizens in Wales. It continues to be one of our most important priorities.

A highlight of this year was the launch of the Through Our Eyes photography project event held at the Senedd on the 24th November 2022. The project was sponsored by Jane Hutt MS the Minister for Social Justice and the First Minister Mark Drakeford was the keynote speaker. The Through Our Eyes project aimed to create a series of images and memes, designed by people with learning disabilities to show how they wanted to be promoted in the media. The exhibition was a huge success, and we hope to continue showcasing the images and memes in a legacy project in the next year.



All Wales People First also completed its final activities on the Engage to Change employment project. We are hoping to use the final findings of this project to make the case for better employment opportunities for all people with learning disabilities in Wales. This was pledged in our 2021 Manifesto.

On a personal note, this year marked my tenth anniversary as the Chief Executive (formerly National Director) of All Wales People First. I can't begin to tell you how proud I am to represent you and your wishes at a national level. It is the greatest honour ever bestowed on me and one that I never take for granted. The success of this post is largely down to those who have supported me, not only in All Wales People First but the members and staff of self-advocacy groups across Wales. You embraced me as an outsider to the movement and have always made me feel very welcome. A big thank you to you all. I will continue to give you my very best now and in the future.

Victory for Self-Advocacy

Joe Powell





All Wales People First Funding

“The third 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 third year of our MIRROR Strategy - Re-animating Self-advocacy. We were able to do more face to face work this year, but lots of organisations are still working online and have not yet opened their buildings. We were not able to spend all of the money we had in our budget.

The Welsh Government funded us £319,084 for this financial year.



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government



“2022 - 2023 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 supported the Engage to Change project. We did this by running accessible forums for people with learning disabilities to evaluate the project. We did this work as a project contractor.

From June 2022 (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 was funded by the Big Lottery People and Places grant.

The project ended on 31st December 2022

We were paid £35,157 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

- Member engagement.
- National and Regional Councils
- Advocacy Framework for Wales
- Disability Rights Taskforce
- AdFest
- Talkback
- Member stories
- Self-advocacy Group Development Manager
- Learning Disability Ministerial Advisory Group (LDMAG)
- North Wales Flyers
- Through our Eyes Project
- Engage to Change Project
- Position statements
- Website and social media
- Lobbying and campaigning
- Self Advocacy TV
- Learning Disability Week



2 - Ideas

- National and Regional Councils
- AWPf Board of Directors
- AdFest 2022
- New Projects



3 - Rights

- National and Regional Councils
- AWPf Manifesto 2021
- The Chief Executive
- AdFest 2022
- Learning Disability Ministerial Advisory Group (LDMAG)
- Disability Equality Forum
- Disability Rights Taskforce
- Lobbying and campaigning
- Consultations
- Position Statements
- Working Pan disability
- A patron

4 - Reflect

- The National Council
- The Chief Executive
- AdFest
- Member Stories
- Trading Arm
- Policies
- Self-advocacy Group Development Manager



5 - Organisation

- AGM and EGM
- National Council
- Board of Directors
- Marketing and Communication Strategy
- Website
- Diversity Strategy
- Trading arm
- Support Workers' Advisory Network
- Policies and procedures
- AWPf Staff Team

mirror
members ideas rights reflection organisation review

6- Review

- The National Council
- Self-advocacy Development Manager

Covid 19



“Doing more face to face once work has meant that we have been able to continue building the membership again this year. Despite the challenges of Covid 19 we continued to keep our membership at a steady rate”

After the long period of lockdowns we were glad to get back to a usual pattern of working. More face to face work has benefited our members and staff. We were able to deliver better and more accessible engagement for people with learning disabilities. During the 2022-2023 reporting period we implement our MIRROR Strategy in the best way we could.

Some people still do not feel safe meeting face to face. During this period, our Board meetings stayed online and our National Council meetings were face to face with an option to join online. Some of the external meetings we attended with other organisations stayed online during this period.

We carried on with work through the Pandemic and we have no reason to think that Covid 19 will impact our reserve funds or our ability to carry out our core work going forward.

The National Council



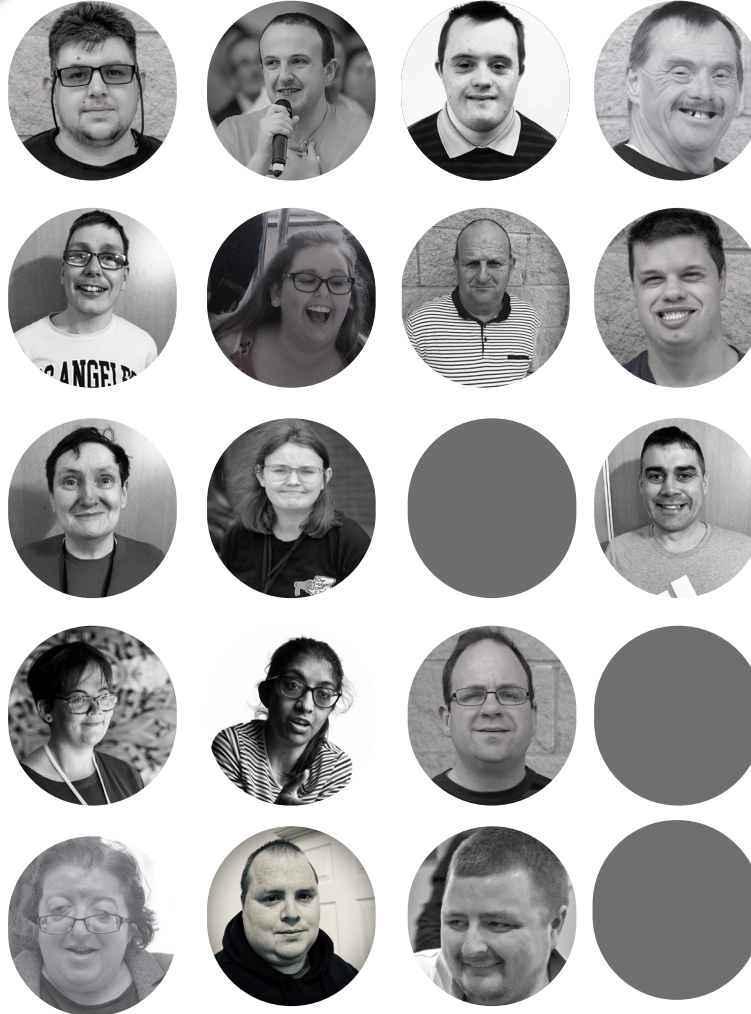
Chair

Tracy Austin
Anglesey



Vice-Chair

Samantha Hall
Carmarthen



Sammy Tahramanis - Blaenau Gwent
Simon Richards - Cardiff
Bradley Okeefe - Merthyr Tydfil
Bryn Owen - Denbighshire
Adam Dawkins - Swansea
Ffion Poole - Caerphilly
Gary Angel - Flintshire
Harry Rendell - Gwynedd
Connie Phibben - Neath Port Talbot
Bethan Kench - Ceredigion
Raymond Byles - Bridgend
Tom Watling - Cwm Taf
Kylie Steadman - Powys
Zara Kaleem - Newport
Richard Redmond - Conwy
Lynda Withers - 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 four times this year. A big part of the work was reviewing the All-Wales People First Memorandum and Articles. Changes were agreed by the membership at AGM.

In May reps discussed setting up a trading arm to earn more income for AWPf. Some reps also took part in a think tank discussion group to look at how a Trading Arm could be set up. In December The focuses were reviewing AdFest 2022 and progress on Engage to Change Project and Health.

During the March 2023 meeting reps discussed the term ‘learning disability’ and what other people have said about it. They thought about and discussed some alternatives. It was agreed that ‘learning disability’ is still the best fit.

Elections for Chair and Vice Chair of the National Council took place.

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

Extending representation

LGBTQ+ rep joined the National Council
Looking for representation from a Black and Minority Ethnic group.



Language

Discussed language used to describe their impairment. Decided that 'people with learning disabilities' is best.



Transport

Supported work to map problems with bus passes and losing bus passes.



Design

AdFest 2023
Position statements
Campaigning priorities



Review

Reviewed AdFest 2022
Review of Memorandum and Articles



Engagement

Terry Mills - Employment Champion Welsh Government; Paula Philipps - Improvement Cymru; Health Check Champions from Conwy

Staff Team



Joe Powell
Chief Executive



Kelly Stuart
Policy &
Communications
Manager



Philippa Davies
Self-advocacy Group
Development
Manager



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
Communications
Officer



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.

The Chief Executive represents All Wales People First at the following: Learning Disability Ministerial Advisory Group (LDMAG) ; Disability Equality Forum; Disability Taskforce; Cross party group on Human Rights; Cross Party Group on Disability; Cross Party Group on Learning Disability; Neurodivergence Ministerial Advisory Group; Cognitive Impairment and Learning Disability Resources Steering Group; Loneliness and Isolation implementation group; Covid 19 Stakeholder Forum; Human Rights Stakeholder Group; Hate and Community Tensions Board Cymru; Community of Practice for Behaviour that Challenges (COP); Learning Disability Consortium Third Sector meetings; National Development Team for Inclusion (NDTI) Board; British Institute of Human Rights Board; Lives Through Friends Board; Autism Advisory Group; Learning Disability Wales Board; Save our Human Rights Coalition; Henry Smith Advocacy Project Steering Group; National Mental Health Capacity Forum; Co-chair Stakeholder Group ADSS Advocacy Framework.

This year Joe posted four video updates to members about the activities of All Wales People First. He has been available for members to chat with when requested.

Joe has his own Facebook, Twitter and LinkedIn accounts where he updates followers on the work he is doing.



Annual Conference: AdFest 2022



WelshAmbPECI Amazing day here at [@AllWalesPF](#) [#AdFest2022](#) Great to be back on the road again meeting friends and colleagues old and new, talking all about our [#EasyRead](#) resources [@welshambulance](#) and [@NHS111Wales](#) [#LDWeek2022](#)



All Wales People First It was a very busy [#LDWeek2022](#) for us at AWPf. We did lots of reconnecting and made some new connections. Thanks for joining us on Zoom and in person for [#AdFest2022](#) . Thanks to workshop hosts Carmarthenshire People First, Nick Andrews, Richard Williams & [@BIHRhumanrights](#)



North Wales Self Advocacy RainbowGogs yr Enfys will be launching their LGBTQi short film called Life, Love, Learning disability and LGBTQi [@AllWalesPF](#) [#AdFest2022](#) and we can't wait to give away these fab badges!



AdFest 2022

“During hard times we have had to learn how to do things better. Sometimes in a crisis we learn new things that make things better for the future” - Joe Powell

AdFest 2022 took place in person for the first time since the Covid 19 pandemic. It was held at the Quay Hotel in Deganwy, North Wales. AdFest was the first in person event to take place during Learning Disability Week in June 2022. AdFest 2022 was attended by 93 people on day one and 106 people on day two.

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

Nick Andrews from Swansea University and Richard Williams ran a workshop on Magic Moments, exploring how stories can be used to help learning and to make services better.

Samantha Hall from Carmarthenshire People First did a workshop about health and wellbeing.

The British Institute of Human Rights ran an online workshop 'Holding on to your human rights' which helped members to understand the Human Rights Act, how to use it and to speak up for themselves.

Outreach Worker Gerraint Jones Griffiths ran a disco event in the evening. What a fabulous way to re-connect with familiar friends and to meet new ones!

On day 2, the AWPB Board Co-Chair, David Whittle chaired the Speaker's tent. We heard about Cwm Taf People First's health campaign and how they co-produced a training pack with the



Health Board. Welsh Ambulance Service talked about the NHS 111 service. Cheeky Pants and Cardiff People First talked about re-usable period pants. North Wales Together talked about their work across North Wales. Gig Buddies Cymru talked about their work and how people can get involved.

The Through our Eyes Photography Project talked about the project's purpose and how to get involved. They invited delegates to attend their AdFest photography studio.

Delegates also visited the exhibition stalls on day two

The **MIRROR Award** winners were:

Member award in memory of Linton Gower - Scott Wilson

Ideas award - Mahfuz and Ellesey, TAPE/ Backstage Youth Club

Rights award - Michelle Williams

Reflect award - Gwynedd Self advocacy

Organisation award - Carmarthenshire People First

Review award - Cwm Taf People First





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 Chief Executive

Member articles

Regional updates from self-advocacy groups, including:

Caerphilly People First's Reconnect Focus Group

A new self-advocacy group - Clwyd Peacocks

Your Voice Advocacy Health Check event

Tribute to the late Helga Uckerman, support worker, NWAAA.

Our Voice Our Choice Ceredigion becoming a registered charity

Newport People First's Transporter Bridge takeover day

Vale People First's Covid Safety Officer post

Rainbow Gogs yr Enfys and Roaring Mon's new constitutions.



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; MIRROR pack of policies; campaigns; latest activity news; useful resources. Our followers on each platform have increased every month.



We have 280 followers on our Instagram page - That is 76 more than last year
We have 1827 followers on Facebook - That is 498 more than last year
We have 2831 followers on Twitter - That is 154 more than last year



All Wales People First @AllWalesPF 17/2/23 "Great to be out and about today @ColegyCymoedd Inclusion day. Some familiar faces and chatting about **#LDSelfAdvocacy #AllWalesPeopleFirst #LDLived Experiences @GerraintGriff @FfrindiauGigiau @RCTPeopleFirst** "



Engagement: Members



We continued to gather and share members' stories and experiences through Talkback; website diary updates; social media; video clips and reports. Member stories help us to monitor and map hot issues and how policies and services are working for people with learning disabilities. Members' experiences were also shared with Welsh Government through the Learning Disability Ministerial Advisory Group (LDMAG) and other forums. This information helps to guide the campaigning priorities of the AWP National Council. Topics covered include: Health; Transport; Cost of living crisis; Learning Disability Week; coming out of Covid

We engaged with members and the National Council to produce position statements on: Cost of living; Easy read; Human rights; Restraint

The Communications and Member Engagement Team worked together to deliver our hot issues and fun chatting platform called SATV. This is part of our wider consultation work with our members. The sessions were led by the Outreach Worker, Gerraint who has lived experience of autism/learning disability.

We continued to work with Cardiff University, the University of South Wales and learning disability consortium partners to measure and report on the impact of the Covid-19 pandemic on



Engagement: Members

the lives of people with learning disabilities in Wales. Members worked with Social Care Wales to check accessibility of their safeguarding materials. We also worked with Learning Disability Wales and Public Health Wales on reviewing the Equality Health Framework. We connected our member networks to work with the University of South Wales to measure the impact of the Social Services and Wellbeing (Wales) Act on the lives of people with learning disabilities in Wales. The final report is finished and available.

All Wales People First has worked in close liaison with the local groups through its Regional Councils, meeting together 20 times against a target of 16

Regional Council meetings continued to take place across Wales. Meetings were co-produced between All Wales People First and the Regional Self-Advocacy groups. The Regional Councils work along the Health Board footprint. North Wales; West Wales and Powys; Cwm Taf & Western Bay; South East Wales. 20 meetings were held during the 2022-2023 reporting period. That is four more than our target.





Engagement: Self advocacy groups



The Self advocacy Group Development Manager, Philippa has worked to help groups with organisational development. She provided governance information and support to several groups , including support to register as a charity. Philippa also produced a report on the relationship between Self-Advocacy groups and their Regional Partnership Boards.

Philippa and the Member Engagement Advisor, Tracey, supported the members of the former Torfaen People First to design a new self advocacy service for their area. The service is due to be commissioned by the local authority.

We were asked to help set up a group in North Wales to check and evaluate the quality of projects. The group is called the North Wales Flyers. We are the lead partner working alongside Conwy Connect and the North Wales Advice and Advocacy Association (NWAAA). We also submitted an expression of interest to work as a lead partner with groups in North Wales on an Employment Strategy for North Wales. This work will continue in the next reporting period.

Philippa held seven Support Worker Advisory Network (SWAN) meetings during this period. SWAN meetings are opportunities for Support Workers to discuss ways that AWPf can support groups; share challenges; self advocacy news; hot issues happening in their areas.

Engagement: Consultations & Campaigning

We responded to the following consultations during this period:

Human Rights Act Reform: A consultation to reform the Human Rights Act 1998; One network, one timetable, one ticket; Liberty protection safeguards; Changes to the MCA Code of Practice & Implementation of the IPA; JCHR questionnaire on Human Rights Act Reform; Evidence to Joint Committee on Human Rights; Draft Guidance for Returning Officers: Assistance with voting for persons with disabilities; Developing a National Framework for Social Prescribing; Proposed changes to legislation on social care and continuing healthcare; Welsh Transport appraisal guidance (WelTAG); Electoral Commission Consultation Guidance for Returning Officers – assistance with voting for disabled people; Citizens Voice Body for Health and Social Care

We campaigned about: Human Rights; Protecting self advocacy; Bus passes; Inappropriate placement of an AWPf member in a psychiatric setting; Issues around merging mental health with learning disability in patient services.

We supported: Mencap Cymru's 'cashless society petition about continued choice about using cash; West Wales Groups to raise concerns about a proposed merger of mental health and learning disability inpatient services; Restrictive practice workshop events about reducing restrictive practices.



Constitution Changes



An EGM was held on the 23rd June 2022 at the Quay Hotel in Deganwy as part of AdFest 2022. Members agreed that All Wales People First could make the proposed changes to its Memorandum and Articles, as agreed in October 2021.

The changes were made by solicitors Geldard's and were filed with Companies House.



Learning Disability Week

During Learning Disability Week 2022 All Wales People First celebrated the tenth anniversary of appointing a Chief Executive with lived experience. Joe Powell Chief Executive has lived experience of living in learning disability services. He was appointed in 2012 We celebrated this through:

- Joe's Soapbox article thanking members for their support.
- Website article from former AWPf Advisor Yvonne Boxall.
- Video and written testimonies from AWPf members, current and former staff, board and partners.



Diversity Strategy



We are working on developing a Diversity Strategy. The Strategy will help to diversify the organisation's membership as well as representation on the National Council and Board of Directors. We also want it to help improve access for people who may currently be excluded from Self-Advocacy. All Wales People First have been working with Diverse Cymru on the Strategy. Reps appointed an LGBT representative to the National Council and they hope to set up a BME Self-Advocacy group with a representative on the National Council.



Trading arm



We continued to think about setting up a trading arm for the organisation. The Chief Executive and a sub-group of the AWPf Board of Directors met with Social Firms Wales to discuss the various legal and financial options and considerations of establishing a trading arm.

The National Council will consider the information given by Social Firms Wales during the next reporting period. They will decide if the work will be taken forward and how.

Learning Disability Advisory Group (LDMAG)



LDMAG meetings were held on video conferencing platforms again this year.

All Wales People First continued to work with the Welsh Government and its stakeholders in reviewing the Learning Disability Strategic Action Plan. We were represented by the Chief Executive and three other self-advocates with lived experience of learning disability, including the Co-chair. Our experiences helped to measure the impact of the strategy on reducing inequalities.

Further to this work, the Welsh Government funded the ADSS (Associated Directors for Social Services) to produce an Advocacy Framework for Wales. All Wales People First worked closely with the ADSS to produce the Framework. The initial desktop review has been completed. We have also had discussions about establishing a stakeholder group. A person with lived experience of learning disability will be appointed and employed by All Wales People First, to work on the project. The work will continue throughout the next reporting period.



Disability Rights Task Force

All Wales People First worked with other Disabled Peoples Organisations during the Covid 19 pandemic to produce the 'Locked Out: Liberating Lives' report, written by Professor Debbie Foster. The report highlights the disproportionate affect the Covid 19 pandemic had on people with disabilities. The First Minister Mark Drakeford set up a 'Disability Rights Taskforce' to address these issues of inequality. The Chief Executive continues to represent All Wales People First at these meetings and its sub groups on Health and Transport.



Engage to Change

We continued to support the Engage to Change project through our Service Level Agreement. We held engagement forums with people with lived experience of learning disability and or autism. Participants evaluated the Engage to Change project. The evaluation work was done jointly with the National Centre of Mental Health, Cardiff University. Events were held in :

- Village Hotel in Cardiff on 22nd October
- Venue Cymru in Llandudno on 19th November





Through our Eyes project



Through our Eyes photography project was funded by the Big Lottery Fund. It started on 1st April 2020. The projects aims were to put people with learning disabilities at the centre of designing materials which show how they would like to be portrayed in the media.

This year the project:

- Held a project celebration event at the Senedd on the 24th November, sponsored by Jane Hutt MS the Minister for Social Justice and Keynote speech by the First Minister Mark Drakeford
- Held a separate display for Jane Hutt MS, Minister for Social Justice at the Senedd on the 30th November 2022.
- Produced a bank of images and memes to be used by the media and other organisations to promote a positive image of Learning Disability.
- Delivered Social Media training to our members.



The project ended in December 2022. Next year we will look for more funding to tour the project across Wales.





All Wales People First Finances 2022-2023



Income	£410,267
Less spending	£395,243
Difference	£ 15,024



Where our money came from



Welsh Government

Hear me, Include me, Respect me £319,084

Lottery Community Fund

Though our Eyes £ 35,157

Conwy County Borough Council

North Wales Flyers £ 22,000

Torfaen County Borough Council

£ 6,845

Other income

£ 34,049

Total

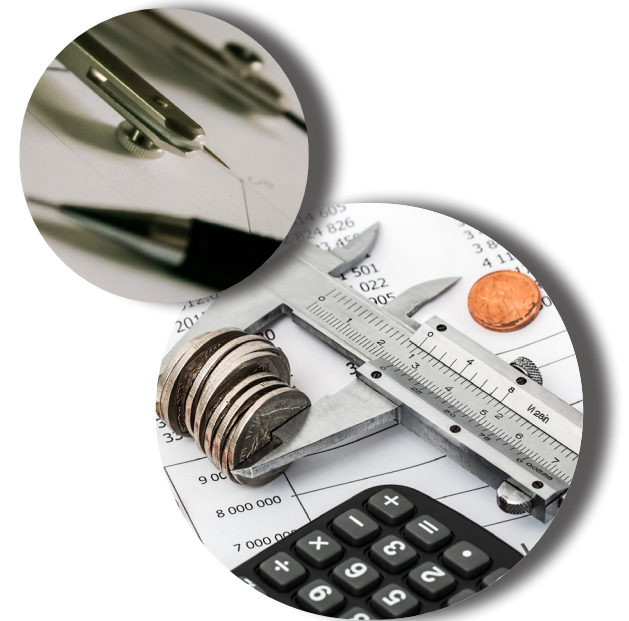
£410,267





How we spent our money

Conferences and Subscriptions	£ 44,460
Staff costs (salaries and pension)	£ 248,095
Depreciation	£ ,942
Legal & professional	£ 11,179
Office costs	£ 16,720
Meeting costs	£ 2,079
National & Regional Council	£ 17,600
Recruitment	£ 1,020
Staff travel & subsistence	£ 19,256
Telephone costs	£ 1,780
Training & events	£ 9,291
Management charges	£ 6,150
Total Spending	£395,243





Board of Directors



David Whittle - Co Chair
Bob Rhodes - Co Chair
John Thomas - Treasurer
Michael Allcock
Tracey Austin
Samantha Hall
Margaret Flynn
Ruth Northway
Simon Richards
James Tyler
Lee Ellery
Kay Williams



Full members

Adam	Bartle	Bridgend
Adam	Dawkins	Swansea
Adam	Elameer	Swansea
Adam	White	Bridgend
Adam	Williams	Caerphilly
Adrian	Williams	Gwynedd
Alan	Weeks	Denbighshire
Alan	Williams	Blaenau Gwent
Aled	Lewis	Carmarthenshire
Alex	Owen	Denbighshire
Alex	Perry	Newport
Alex	Roberts	Caerphilly
Alex	Wooler	Caerphilly
Alex D.	Stevenson	Vale
Alison	Szigetvari	RCT
Alun	Matthews	Bridgend
Amy	Barrett	Pembrokeshire
Amy	Jones	Caerphilly
Andrea	Davies	Swansea
Andrew	Carlake	Monmouthshire
Andrew	Davies	Llanelli
Andrew	Evans	Swansea
Andrew	Gapa	Torfaen
Andrew	May	Gwynedd
Andrew	Wellington	Neath PT
Aneurin	Williams	Caerphilly
Angelo	Tahramanis	Blaenau Gwent
Angie	Edwards	Carmarthenshire
Anita	Clasby	Ceredigion
Ann	Jones	Carmarthenshire

Ann	Williams	Neath PT
Anna	Howell	Pembrokeshire
Anne	Luxton	Torfaen
Anthony	Daniels	Bridgend
Anthony	Davies	Caerphilly
Anthony	Higgs	Torfaen
Anthony	Mitchell	Cardiff
Arthur	Pritchard	Anglesey
Ashley	Smith	Caerphilly
Becky	Tweedle	Bridgend
Ben	Jones	RCT
Ben	Learoyd	Ceredigion
Ben	McCay	Oxfordshire
Ben	Taylor	Vale
Beryl	Woodfine	Powys
Bethan	Foxall	Gwynedd
Bethan M.	Evans	Gwynedd
Bethan	Kench	Ceredigion
Billy	Israel	Ceredigion
Blue	Svensson	Swansea
Bradley	O'Keefe	Merthyr Tydfil
Bradley	Powers	Swansea
Brenda	Walsh	Vale
Brian	Roberts	Swansea
Brian	Thomas	Cardiff
Brian	Thomas	Powys
Brian	White	Caerphilly
Brian	Williams	Powys
Candis	Penny	Powys
Carina	Davies	Powys
Carinder	Malhi	Surrey (no vote)

Carl	Barber	Denbighshire
Carl	Davies	Pembrokeshire
Carl	Fowler	Ceredigion
Carl	Millard	Pontypridd
Carl	Roberts	Flintshire
Carla	Williams	Conwy
Caroline	Nash	Gwynedd
Carys	Cousins	Swansea
Casey	Dawes	Gwynedd
Cath	Viakos	Newport
Catherine	Jones	Conwy
Catherine	Williams	Swansea
Cathy	Auckballary	Vale
Cathy	Taylor	Ceredigion
Catrin A.	Jones	Swansea
Ceris	Jones	Port Talbot
Charlotte	Azeppazdi	RCT
Charlotte	McMillan	Torfaen
Chloe Aineomugisha		Blaenau Gwent
Chloe	Williams	Torfaen
Chloe	Cannon	RCT
Chris	Clarke	Powys
Chris	Kidner	Carmarthenshire
Chris	Power	Vale
Christopher	Davies	Caerphilly
Christopher	Edwards	Neath PT
Christopher	Jones	Carmarthenshire
Christopher	Lischka	Carmarthenshire
Claire	Holly	Blaenau Gwent
Claire	Rasmussen	RCT
Clare	Whittle	Powys

Clive	Edwards	Gwynedd
Colin	Brighten	Denbighshire
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(no vote)
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
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
Elsa	Jones	Powys
Emily	Cleverly	Carmarthenshire
Emma	Ashley	Denbighshire
Emma	Guidera	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
Glayne	Walker	Cardiff
Gloria	John	RCT
Glyn	Williams	Flintshire
Graeme	Roberts	Anglesey
Graham	Price	Port Talbot
Grahame	Canning	Denbighshire
Gregory J.	Cornet	Bridgend
Griff	James	Ceredigion
Gwynfor	Lewis	Denbighshire
Hannah	Futyan	Conwy
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
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	Tyler	Pembrokeshire
James	Withers	Torfaen
Jamie	Farr	Monmouthshire
Jamie	Roberts	Caerphilly
Jane	E Leonard	Wrexham

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	Richards	Caerphilly
John	Swift	Gwynedd
John	Williams	Powys
Jonathan	Brown	Vale
Jonathan	Richards	Carmarthenshire
Jonathan	Stone	Caerphilly
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 Port Talbot
Karen	Hinton	Neath Port Talbot
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 Port Talbot
Kay	Bevan	Carmarthenshire
Keeley	Cotterill-Ball	Gwynedd
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
Levi	Owen	Carmarthenshire
Lewis	McDougall	Carmarthenshire
Linda	Aylward	Gwynedd

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
Mathew	Purnell	Cardiff
Matthew	Archer	Neath Port Talbot

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
Molly	Matthews	Cardiff
Morgan	Llwyd Jones	Caerphilly
Myfanwy	Jones	Anglesey
Naomi	Lee	Swansea
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	Jones	Swansea
Peter	Litten	Denbighshire
Peter	MacAndrew	Denbighshire
Peter	Marsh	Conwy
Peter	Powell	Monmouthshire
Phillip	Moors	Conwy
Phillip	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
Rebecca	Pierce	Denbighshire
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

Rory	Westhoff	Carmarthenshire
Ros	Jacobson	Torfaen
Rosie	Israel	Ceredigion
Rosie	W.Jones	Powys
Rowena M.	Williams	Gwynedd
Ruth	Barker	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
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
Sharon	Smith	Swansea
Shaun	Roberts	Denbighshire
Shaun	Heath	Denbighshire
Shayna	Harris	Conwy
Sheena	Griffiths	Flintshire
Sheila	Moors	Conwy
Sheila	Shore	Gwynedd

Shirley	Cleever	Anglesey
Sian	Jones	Denbighshire
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	Dove	Ceredigion
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	Shaw	Bridgend
Susan	Simcock	Bridgend
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
Zarah	Kaleem	Gwent
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

Kay	Wood
Lorraine	Linford
Mark	John-Williams
Rachel	Philbrick
Sue	Oakley
Thomas	Oakley



Group members

Pembrokeshire People First
 RCT People First
 Merthyr People First
 NWAAA
 Our Voice Our Choice
 Your Voice Advocacy
 Standards of Wrexham Services (SWS)
 Vale People First
 Blaenau Gwent People First
 Caerphilly People First
 Cardiff People First
 Carmarthenshire People First
 Conwy Connect
 DEWIS Centre for Independent Living



Llais Cenedlaethol
Pobl ag Anableddau Dysgu yng Nghymru

Pobl yn Gyntaf Cymru Gyfan



All Wales People First

The National Voice of People
with Learning Disabilities in Wales