

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 Checks

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. As 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



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

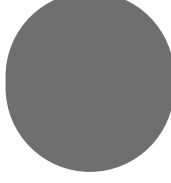
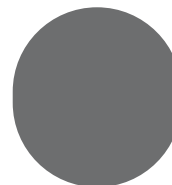
Chair

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

Rebecca Chick - Cwm Taff

Kylie Steadman - Powys

Zara Kaleem - 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 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
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 AWPf 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



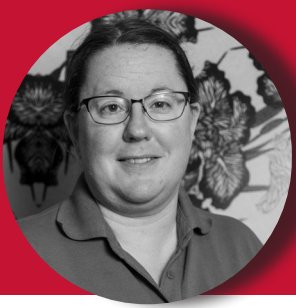
Engagement: Members

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 via its Regional Councils, meeting together twenty times against a target of sixteen.

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 7 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 project's 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 | Carslake | 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 Aine | omugisha | 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 | 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 | Buften | 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 |
| 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 |
| 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



The National Voice of People
with Learning Disabilities in Wales