

# All Wales People First Diversity Strategy



## 2025—2029

# Contents



**Page 3:** Introduction.



**Page 5:** Member Engagement.



**Page 8:** Communications.



**Page 10:** Policies and Procedures.



**Page 12:** The Workplace.



**Page 15:** The Board of Directors.

**BIG  
words**

**Page 17:** Hard words.



## Introduction

Llais Cenedlaethol  
Pobol ag Analluddiau Dygus yng Nghymru



All Wales People First recognises that it is not very **diverse**.

Our membership is not **diverse**.

And our staff team isn't either.

**Diverse** means that members of all communities feel welcome and included.

Such as:



Llais Cenedlaethol  
Pobol ag Analluddiau Dygus yng Nghymru

Pobol yn Gyntaf Cymru Gyfan



All Wales People First

The National Voice of People  
with Learning Disabilities in Wales



People from different races.

People from different religions.

People who identify as being **LGBTQ+**

People with physical disabilities.



Most members of All Wales People First are white.

We have very few members who are from **Black, Asian or minoritised groups**.



As far as we know we don't have many members who identify as **LGBTQ+**



It is hard to know this for sure because many people with learning disabilities are not confident to express their **sexuality**.



This can be because they are worried about what their families think.



Or it may be because of the attitudes of those who support them.



All Wales People First is a human rights organisation. Which recognises that all voices are important.



Everybody who is a member of All Wales People First has always been made to feel welcome and included.

No matter what their background is.



But this is not enough to make people from **Diverse** Communities want to become a member of All Wales People First.

We need to change this.



This strategy will outline how we are going to do this.

**Diversity** is a big thing.

It will take many years to get this right.



This **strategy** is a start.

It won't cover everything right now.

But we hope it will build a platform to improve from in the future.



## Member Engagement

Our Members are the most important part of All Wales People First.

Especially our National Council.

Our National Council run All Wales People First.

They are made up of member representatives from each county in Wales.

They want to make sure that all people with a learning disability are included in Self-Advocacy.

### What we have done so far:

All Wales People First have already started to hold a meetings with members from **Black, Asian and minoritised groups**.

Not many meetings have been held as yet.

We also appointed a member representative of the National Council who is **LGBT**.

Unfortunately, this position is now vacant again.



All Wales People First have also worked with the





University of South Wales on a project that looks at the barriers to inclusive research for people from **Black, Asian and minoritised groups.**



We have made sure that a quiet space is booked at the National Council and other events for prayer time for any person who requires it.



## What we are going to do.

In addition to this All Wales People First are going to: Continue to promote the self-advocacy group for **Black, Asian and minoritised groups.**



To recruit another member of the National Council who represents the **LGBTQ+** community.



Continue our work with the University of South Wales on working with people from **minoritized** communities to identify the barriers to them accessing inclusive research.



Introduce welcome signs in different member engagement sessions such as Self-Advocacy TV and the National Council.



All Wales People First will ensure that organisations who represent **diverse** communities are invited to host a stall at our Annual Festival, AdFest.



All Wales People First will host a stall at a Pride event in Wales, from 2026.



We will also bid for a project to employ dedicated **Diversity** workers (both with and without a learning disability) to increase the **Diversity** of its membership, identify gaps and future opportunities to improve the Diversity of All Wales People First and to produce the next **Diversity Strategy**.



We will Survey our members to see how much they know about **Diversity** and use this information to improve their knowledge.



The National Council will host at least one training session per year on an issue of **Diversity** for the members.



This includes training on **LGBT** from **Stonewall Cymru**.





## Communications

The way we communicate is important if we are to make everyone feel that they are welcome in All Wales People First.



This includes both members and staff.



### What we have done so far:

We have started to use varied images on our website and published documents to represent people from **diverse** communities.



We have always produced information in both English and Welsh and we will continue to do so.

### What we are going to do:

In addition to the above we will:

Make sure that half of the images we use in our publications and websites show people from **Diverse** communities.



We will promote important diversity events on our website and social media, for example:



Black History Month

Important Religious events

LGBT+



We will review the **Diversity** of the Website via the All Wales People First National Council.



We are going to produce welcome signs at our events in different languages.



This will include in person and online events, such as:

- AdFest.
- The National Council
- And SATV.
- 

We are also going to promote our commitment to **Diversity** at events.



This includes including stalls at AdFest for organisations who promote **Diversity**.

And attending one **LGBT** Pride event in Wales every year from 2026.



All Wales People First are also adding more **Diverse** images to its Through Our Eyes photography library.



We are also going to review the **Diversity** of the AWPf Website with the AWPf National Council.





Llais Cenedlaethol  
Pobl ag Anafieiddau Dygryg yng Nghymru

Pobl yn Gyntaf Cymru Gyfan

All Wales People First

The National Voice of People  
with Learning Disabilities in Wales



## Policies and Procedures

Our policies and procedures help us to make sure that everyone works in the best way possible.

It is important that this includes the way we include members and employees from **Diverse** backgrounds.

Llais Cenedlaethol  
Pobl ag Anafieiddau Dygryg yng Nghymru

Pobl yn Gyntaf Cymru Gyfan

All Wales People First

The National Voice of People  
with Learning Disabilities in Wales

## What we have done so far:

All Wales People First already has policies on:

- Flexible working
- Equality and Diversity



We have already introduced Diversity as a standing agenda item at AWPf team meetings and meetings of the AWPf Board of Directors.



We have also started to welcome applicants from **Diverse** communities as part of our recruitment process.



And we have introduced positive action at interviews.



Llais Cenedlaethol  
Pobl ag Anafieiddau Dygryg yng Nghymru

Pobl yn Gyntaf Cymru Gyfan

All Wales People First

The National Voice of People  
with Learning Disabilities in Wales



This means if we have 2 or more candidates who score equally at an interview we will choose a person from a **Diverse** background.



The person we choose will depend on who we need to include to make our workplace more **Diverse**.

## What we are going to do:



We are going to strengthen our Flexible Working policy to make it clear that AWPf will allow staff to use their Bank Holidays flexibly so they can attend important cultural events.



All Wales People First will make sure that this is also covered in the staff handbook.



AWPF will review its Equality and Diversity Policy to ensure that it matches up to the commitments made in this strategy. This includes making sure that **Diversity** is a standing agenda item on staff team meetings and AWPf Board meetings.



The updates to the Equality and **Diversity** policy will be reflected in the AWPf staff handbook.



AWPF will review its complaints, discrimination, and harassment policies to ensure that it protects the rights of everyone who works for us.



This too will be reflected in the AWPf staff handbook.



AWPF will review its policies on recruitment and retention to make sure that it is fair and welcome for all.

## The Workplace



In order to be **Diverse** we need to make sure that the workplace is accessible to everyone.

This means making sure that our workplace takes all of our employees needs into account.

### What we have done so far:



The All Wales People First staff team and some members of the Board of Directors attended a 'what is your culture' session as part of **Diverse Cymru's** Cultural Awareness training in January 2024.



All Wales People First encouraged applicants from **Diverse** backgrounds in its job advertisement for the position of the Events and Engagement Assistant on the 7<sup>th</sup> February 2024.

### What we are going to do:



We will make it clear in our flexible working policy that staff may use flexible working in order to:

Cover faith needs of staff (such as allowing staff to work their hours around religious festivals).



This includes prayer time for staff who need to pray during the working day.

It will also include time for meditation for those who are not religious or spiritual.

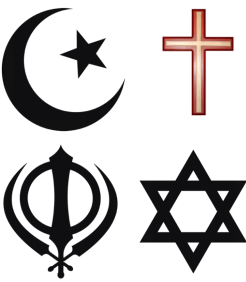


**Diversity** will be a standing agenda item at all team meetings.

And meetings of the board of Directors.

This includes increasing the **Diversity** of the Board members of AWPf.

We will also update our recruitment packs to make it clearer that All Wales People First welcomes applications from everyone.



And that we will support the religious and cultural needs of all who are employed by All Wales People First.

We will add a question about **Diversity** as part of our interview process.



We will **positively discriminate** towards candidates who are from a **Diverse** background if interview scores are equal between two or more leading candidates in an interview.

All Wales People First are going to survey its staff and its board members to check their level of **cultural competency**.

And use this to identify what training they need to improve their **cultural competency**.





All Wales People First will create a space on Sharepoint with information about **Diversity** for its staff.



All Wales People First will contact **Stonewall Cymru** to talk about **Diversity** training for its staff team.



All Wales People First is going to look for funding to employ two people from **Diverse** backgrounds (one with and one without a learning disability) to Diversify the membership of All Wales People First and to write the next Diversity strategy.





## The Board of Directors



The Board of Directors manage the financial and legal aspects of All Wales People First. Our Board of Directors is not very **diverse**. We want to change this.



### What we have done so far:

All Wales People First appointed a Director from a **minority ethnic** background with expertise in Human Rights to be a member of our Board of Directors. We wanted them to help us to make sure that we were implementing our **Diversity** Strategy. Unfortunately, this person was not able to continue their position so we need to try again.



All Wales People First discuss **Diversity** as a standing agenda item at each meeting of the Board of Directors.

This is to discuss ways in which we can increase the **diversity** of the board of directors.



### What we are going to do:

All Wales People First is going to continue to try to increase the **diversity** of its board membership.

This includes recruiting at least one Board member who is of an **ethnic minority**.

All Wales People First will survey the Board members



to check what they know about **Diversity**.



All Wales People First will provide training for the board of Directors to meet any gaps in their understanding of **Diversity**.



This includes LGBT training from **Stonewall Cymru**.



All Wales People First will put the actions its has agreed to in its **Cultural Competency Certification Scheme** workbook into its Delivery Plan.



All Wales People First will produce a **Diversity** strategy to show how we are going to increase the **Diversity** of the organisation.

# BIG words

## Hard Words

Here is a list of the hard words we have used in the strategy and what they mean.



## Cultural Competency Certification Scheme.

This is a qualification that helps organisations like All Wales People First become more Diverse.



## Diverse Cymru

This is an organisation who exists to help Wales be more Diverse. They run the Cultural Competency Certification Scheme.



## Diverse/ Diversity

This means to involve people from many different backgrounds. This includes people from different races, genders (men and women) and sexual orientation.



## Black, Asian and minoritised groups.

This refers to people who come from a race that has less people than most others in that country. For instance there are less black people than white people in Wales. This means that black is an ethnic minority.



## LGBTQ means:

Lesbian: A woman fancying another woman.

fancying a man or a woman fancying a woman.

Bi-Sexual – this is when a person fancies both men and women.

There are many other examples of sexual orientation.



### **Stonewall Cymru**

An organisation in Wales which raises awareness about LGBT rights.



Gay: A man who fancies a man. Gay is also used for women who fancy women too.

Bi-Sexual: when a person fancies both men and women.

Transgender: This is when a person identifies as a different gender to the one they are born with. For instance a person may be born with the body of a man but they feel like a woman. Some people are born with the body of a woman but feel they are a man.



## Minority Ethnic.

The same as Ethnic Minority (above).



## Positive Action.

This means taking action to make something more equal and fair. This includes recruiting more people from Diverse backgrounds for All Wales People First.

## Sexual Orientation



Sexual Orientation means who you fancy. For instance:

Heterosexual – this is when someone fancies someone of the opposite sex such as a man fancying a woman or a woman fancying a man.

Gay – this is when a person fancies someone who is the same gender as they are. Such as a man





**All Wales People First**  
**PO Box 1988,**  
**Newport,**  
**NP19 1DT**