



# Children in Wales

Annual Report & Financial Summary 2010/11



Speaking with One Voice

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# Foreword from the Chair and Chief Executive

2010/11 was a busy year for Children in Wales, with much of the children's sector in Wales living through a period of financial uncertainty and many political changes.

May 2010 saw a new coalition government in Westminster and Children in Wales monitored the policy changes that resulted closely. As always we kept our members up-to-date on policy developments that impacted on children, young people and families, in Wales on a range of non-devolved areas, including welfare reform, justice and issues relating to migration. We also ensured that the voices of those in Wales were heard by responding to consultations and lobbying Welsh MPs about relevant issues.

The Welsh Assembly Government's budget was cut in real terms following the UK Government's Spending Review announced in October 2010. These cuts led to uncertainty about the provision of many services for children, young people and families in Wales, as well as uncertainty about jobs for those working in the sector. The need to collaborate and maximize the value of public money for the benefit of children and families was an emerging challenge though the year.

Children in Wales was lucky to be represented in the Welsh Assembly Government's Public Services Summit, which was established to look at how best to retain services amid such tight financial constraints. We were able to raise issues of concern for the children and families' sector and were delighted that the Welsh Assembly Government budget, published in November, made services for the most vulnerable in our society a priority, with funding for health, social services and education receiving a degree of protection.

Children in Wales brought professionals from across the sectors together in a variety of ways during this time. In December these current issues were explored at our Annual Conference, *Rising to the Challenge, Keeping Children on the Agenda*, where delegates were given an opportunity to raise their concerns with the Deputy Minister for Children.

The financial year ended as campaigning was getting underway for the National Assembly for Wales elections. Children in Wales actively lobbied all the parties to ensure that their manifestos provide the best policies for children, including the retention of the National Assembly for Wales Children and Young People's Committee. We worked with our partners in the field to produce manifestos for the End Child Poverty Network, and Disabled Children Matter Campaign, and have supported the work of all the large children's third sector organisations in the run up to the campaign.

Throughout the year developing capacity within the children's workforce has been a key activity. We have supported the sector through a wide variety of multiagency activity, through our forums and networks, our events and by providing information and support.

Children in Wales is now looking ahead to the challenges of 2011/12 and will ensure that whatever it brings we will continue to fight for the rights of all children and young people in Wales.

Mike Shooter  
Chair

Catriona Williams  
Chief Executive



# Introduction



Children in Wales is the national umbrella organisation for voluntary, statutory and professional organisations and individuals who work with children and young people in Wales. Our aim is to promote the interests of these groups and take action to meet their needs. To do this we:

- Contribute to making implementation of the UN Convention on the Rights of the Child a reality in Wales
- Fight for sustainable quality services and fair shares for all children and young people
- Ensure special attention and treatment for children in need and those who are marginalised
- Ensure children and young people have a voice

Children in Wales is a membership organisation and provides a range of services designed to keep members informed of new developments and to facilitate joint responses. We are a registered charity and an independent, non-governmental organisation.

Children in Wales works to meet the following objectives:

- To support and develop strong networks
- To produce and disseminate information
- To represent and consult with members
- To develop policy, practice and research
- To raise public, political and professional awareness
- To support new and existing initiatives

This report explains how these objectives were achieved during 2010/11.

100% of the respondents to Children in Wales' 2011 Membership Survey confirmed that they would recommend membership of Children in Wales to colleagues and friends.

# Developing and Supporting Strong Networks

Children in Wales facilitates a broad range of networks which bring professionals together to discuss policy and practice issues. They are vital to our work as they help us to understand the issues of concern affecting organisations across the children's sector. Through these networks we can inform members of new developments, share good practice and develop appropriate perspectives on policy developments.

The **Advocacy Practice Exchange Group** provides an opportunity for practitioners in the field to share practice, experience and knowledge around advocacy and related areas. It contributes to the improved development of advocacy practice across Wales.

The **All Wales Children and Young People's Advocacy Providers Network** contributes to and supports the development of effective advocacy in Wales. It aims to promote partnership work and developmental strategies between organisations. It facilitates problem solving and resolves potential conflicts of interest.

The **Child Accident Prevention Practice and Information Exchange (CHAPPIE) Network** aims to promote the prevention of accidents and unintentional injuries for children and young people across Wales. It supports practitioners who have a role to play in the reduction of injuries.

The **Children and Families' Practice Exchange Group** meets regularly in South Wales to enable practitioners to exchange expertise and information on a range of issues concerning children's rights.

The **Children and Young People's Partnership Involvement Network in Cymru (CYPPINC)** has been developed in partnership with the Council for Wales of Voluntary Youth Services (CWVYS). It enables representatives from

Councils for Voluntary Services to improve knowledge, offer mutual support and understanding in order to enhance their work within Children and Young People's Partnerships.

The **Children and Young People's Rights Practice Exchange Group** enables practitioners in North Wales to meet regularly to exchange expertise and information on a range of issues concerning children's rights

The **Early Years and Childcare Advisory Group** concentrates specifically on the needs of the under eights and their families, and works with a wide range of organisations from all sectors. The group aims to raise public awareness of the needs and entitlement of all

*"I find the Disability Forum Meeting of great benefit, when you work from home it is obviously more difficult to keep up to date with all the new policies and procedures being planned by the Welsh Assembly Government. Perhaps of equal value is the opportunity to meet with those in the statutory sector and to hear what their thoughts are on new/anticipated legislation, also to keep up to date with new initiatives in both the public and third sector. Also a good opportunity to 'network', I came away from the last meeting with four really useful pieces of information which I passed onto colleagues at our next Team Meeting"*  
South East Wales Adviser, Association for Spina Bifida and Hydrocephalus.





young children and their families and to influence public policy and bring about change.

**The End Child Poverty Network Cymru** is a coalition of organisations concerned with child poverty. It was set up in November 2001 and works to increase public and professional understanding of child poverty in Wales and measures to end it. It lobbies for policies at all levels of government which contribute to ending child poverty in Wales.

**The Fatherhood Wales Forum** meets four times a year. It enables members to exchange good practice, respond to consultations and promote the importance of fathers in the lives of children.

**The Fatherhood Wales Policy Group** is a multi-agency network recognising the important role fathers play in raising their children. The Group concentrates on specific policy issues to set the agenda for work in Wales.

**The Fforwm Magu Plant/Parenting Forum** is a multi-agency network of parenting organisations. The Forum promotes sharing good practice, dissemination of relevant information, training and quality standards, and communicates the views of parents, carers and children to policy makers in Wales. The Fforwm Magu Plant Steering Group meets quarterly to plan the schedule of events and activities.

The All Wales Advocacy Providers Group has developed an engagement framework to enhance working relationships between CAF/CASS Cymru and advocacy providers where there is a clear interface between their work with children and young people on family court proceeding matters. Children in Wales, alongside 4 member organisations of the Group successfully tendered for the MEIC advocacy and information helpline service which was launched in May 2010. *“Children in Wales organises the All Wales Advocacy Providers Group which is a valued service for all its members”* Director for Wales, NYAS Cymru

**The Flying Start Network** meets quarterly, bringing together the Flying Start Coordinators from the 22 Local Authorities.

**The Forum on Issues for Disabled Children** is a multi-agency group that shares information and good practice, and lobbies on issues relating to disabled children and young people.

**The Disabled Children Policy Group** brings together those with a policy brief on disability to highlight issues and concerns about services to disabled children. The group links closely to the Forum on Issues for Disabled Children and the Young Disabled Persons’ Network to reflect the views of forum members and to ensure young people’s voices are heard.

The **Integrated Children's Centres Network** is facilitated by Children in Wales to provide a point of contact for Integrated Children's Centres in Wales. It works to produce common goals for the whole of Wales and develop a framework for monitoring and evaluation to ensure quality standards.

The **Looked After Children Health Exchange** is a multi-agency group which aims to help guide policy across Wales to promote the health of children looked after. It also operates as a forum for sharing practice and information.

**Parenting Coordinator's Network** This is a network for those who have a strategic coordinating role for parenting support in their Local Authority. Quarterly meetings give coordinators a chance to share issues,

*"The Children and Young People's Partnership Involvement Network in Cymru recognises that it is valuable for those in our position to share information and best practice, as well as work together on Wales wide problem solving issues such as commissioning. Children in Wales champions our roles and the outcomes we achieve across Wales. I personally, having attended the meetings for South Wales and on a Wales-wide basis find this resource really very valuable and know that my predecessor did as well."*

Children & Young People's Officer, Voluntary Action Cardiff

solutions, research and policy with their colleagues.

**Rights Respecting Schools Award Group** This network was set up to help work with UNICEF to support the development of the Rights Respecting Schools Award in schools in Wales.

**Young Carers Workers' Network** meets four times a year and is open to all those who work with young carers in Wales. The Network holds four one-day meetings to share issues, concerns and develop good practice. The Network supports a young carers network who meet to identify issues to present to the Deputy Minister for Health and Social Care on an annual basis.

## Campaigns

**'Sdim Curo Plant!/Children are Unbeatable! Cymru** This campaign lobbies in Wales to change the law so that children have the same protection from assault as adults.

The **Disabled Children Matter Wales Campaign** was launched by Children in Wales, Contact a Family, Learning Disability Wales and Mencap in 2007. The Campaign is now led by 10 voluntary sector organisations working with disabled children and young people and aims to ensure that disabled children and their families across Wales have the same everyday opportunities as



# Producing and Disseminating Information

Children in Wales produces a wide variety of information to help keep its members informed and up-to-date. Information aimed at policy makers, professionals and practitioners is disseminated in a variety of formats.



## Website

The Children in Wales website ([www.childreninwales.org.uk](http://www.childreninwales.org.uk)) is updated daily. It provides information not only about our work, but policy affecting children and young people in Wales and information about local services throughout Wales. Members of Children in Wales are able to log on to our Member's Section to access a range of additional materials. The website was relaunched in 2010 with a new look and improved Policy Archive for members.

## Policy E-briefing Service

The Members' Policy E-briefing is circulated monthly to members of Children in Wales. It keeps them up-to-date with the latest policy developments affecting children and young people in Wales. This includes:

- Policy News
- Current Consultations
- Other Policy Documents
- Legislation in the National Assembly for Wales and Westminster
- Forthcoming Events
- Jobs in the Children's Sector

The Policy E-briefing is distributed to over 600 individuals, however feedback from members shows

that it is disseminated much more widely within the children's sector in Wales. It is estimated that over 5000 individuals may be being kept up-to-date with policy developments through our Policy Information Service.

The 2011 Children in Wales Membership Survey asked what members do with the information they receive. The responses show how widely the information is circulated:

*"Useful to inform future strategy and policy of our organisation, also to inform parents/carers & staff and ensure all are kept up to date"*  
General Manager, Y Bont

*"Pass it on to out of school clubs, schools and individuals who may find it of interest/use. Use information to help plan development"*  
Development Officer, Clybiau Plant Cymru Kids Clubs

*"Pass it onto colleagues and students and use it for lecture preparation"*  
Senior Lecturer, University of Wales Trinity Saint David

*"Disseminate it to Caseworkers working on the Better Advice Better Health and Children's Disability take-up Projects within Citizens Advice Cymru,"*  
Project Co-ordinator, Citizens Advice Cymru

*"I think it is an outstanding example of what can be done with a website. I have consulted it in my last post and this post"*

Casework Manager (Wales), Buttle UK



## Children in Wales Magazine

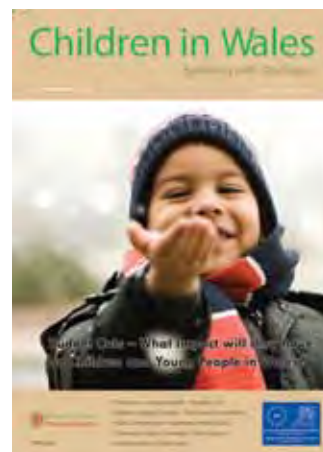
Children in Wales Magazine is published on a quarterly basis and contains a range of news and features. It provides a round-up of the latest news from the Assembly and Parliament, Children in Wales and our members. It has a range of in-depth features and interviews as well as regular columns from the Children's Commissioner and Funky Dragon.

During 2010/11 the magazine proved to be a vital way of keeping members up-to-date with all the work that Children in Wales was doing to keep children on the agenda through times of financial constraint, and featured articles about what impact budget cuts would

have on children and young people in Wales. There was also a look at what those in the children's sector felt the new Welsh Assembly Government should do for children.

## Quarterly Members' Mailouts

The magazine is sent to our members through our quarterly membership mailouts which also include briefings on a range of subjects. During 2010/11 we produced a range of briefings on legislation from both the National Assembly for Wales and Westminster to enable our members to keep up-to-date. In addition to the briefings and magazine the mailing also includes copies of the National Children's Bureau Highlights.



Feedback from members of Children in Wales has always shown that they value the information services greatly. The 2011 Membership Survey asked members if they could give any examples of how the information provided by Children in Wales has benefitted their organisation or those they work with:

*"As an independent consultant there are policy developments and changes which I would otherwise not know about"*

Independent Social Work Consultant

*"It has helped staff, who although based in Wales work mainly in England, to understand the differences working in Wales makes. It also gives a good picture of what is priority in Europe and enables us to see where we synergise"*

National Representative – Wales, Care for the Family

*"..some articles in your magazine have been a good focus for discussion"*

Children's Rights Officer, Caerphilly County Borough Council

# Policy, Practice Development and Research

Much of Children in Wales' work involves promoting policy and practice development. During 2010/11 we carried out a whole spectrum of activities promoting policy and practice development across a range of areas. These included:

## Anti-Bullying Network

Children in Wales established a new Anti-Bullying Network during 2010/11. The Network encourages the sharing of effective practice across all sectors and establishes much-needed links between the various strategies that are in place. Membership of the Children in Wales Anti-Bullying Network is open to all practitioners working with children and young people in Wales.

## Keep in Mind - Accidents and Injuries Aide Memoire

Children in Wales developed a bilingual aide memoire to help health visitors to identify the causes of fatal, serious and disabling injuries, and to prompt discussion with families and identify behavioural and environmental changes to reduce the risk of injury. All health visitors across Wales are being given a free hard copy of this aide memoire, known as Keep In Mind.

## Effective Accident Prevention Programmes

Children in Wales works directly with home safety equipment schemes to improve their effectiveness. During 2010/11 this work included four existing schemes. Before work began, 20% of the equipment given out increased the likelihood of injury and up to 60% of their equipment was ineffective. All of these schemes now work with evidence-based interventions. During the year Children in Wales also supported the establishment of a further six local schemes.

## Grandparents

Children in Wales published the findings from a survey it carried out with Grandparents in Wales. The report, *If it wasn't for you Gran - a Survey of Grandparents in Wales*, recommends that the role that grandparents play in the economic and social fabric of Wales should be recognised and that a coordinated response should be made at a strategic level by the Welsh Assembly Government so that services are better coordinated to support grandparents and their families.

## The End Child Poverty Network

The End Child Poverty Network Cymru, co-ordinated by Children in Wales, produced a number of policy related publications. This included a 5 Point Charter, published in April 2010, which identifies action to tackle income child poverty in Wales, and a Fairness Test, published in October, which it called on the Welsh Assembly Government to commit to when making decisions about spending cuts. In November the Network launched its Manifesto for the Assembly elections, *Child Poverty: A Manifesto towards Eradication*.

## Fuel Poverty

Children in Wales worked together with Consumer Focus Wales on the Keeping Warm this Winter project. This captured children and young people's experiences and perceptions around fuel poverty. It culminated in a report, children and young people's poster and DVD launched in the Senedd in February 2011.



**Families First**

Children in Wales was commissioned by the Welsh Assembly Government to facilitate a series of events across Wales about the Families First initiative. These events took place during November and December 2010, and provided an opportunity for the consortia designated as pioneer areas to provide feedback on the initiative to the Welsh Assembly Government.

**Disabled Children Matter Wales**

Children in Wales is an active member of the Disabled Children Matter Campaign. During the year we supported that campaign as it lobbied for the rights of disabled children and young people, both at the general election and in the run up to the Assembly elections. The campaign produced a manifesto, Putting Disabled Children First, which was sent to all political parties in Autumn 2010, with a request that disabled children were made a priority in each party's manifesto.

**Training Professionals on Children's Rights**

Children in Wales received funding from the Welsh Assembly Government, as part of the ESF Reach the Heights Programme, to develop training resources to help train professionals about the United Nations Convention on the Rights of the Child. The training resources are aimed at a variety of professional groups, including teachers, health personnel, social workers and law enforcement officials.

**Young Carers**

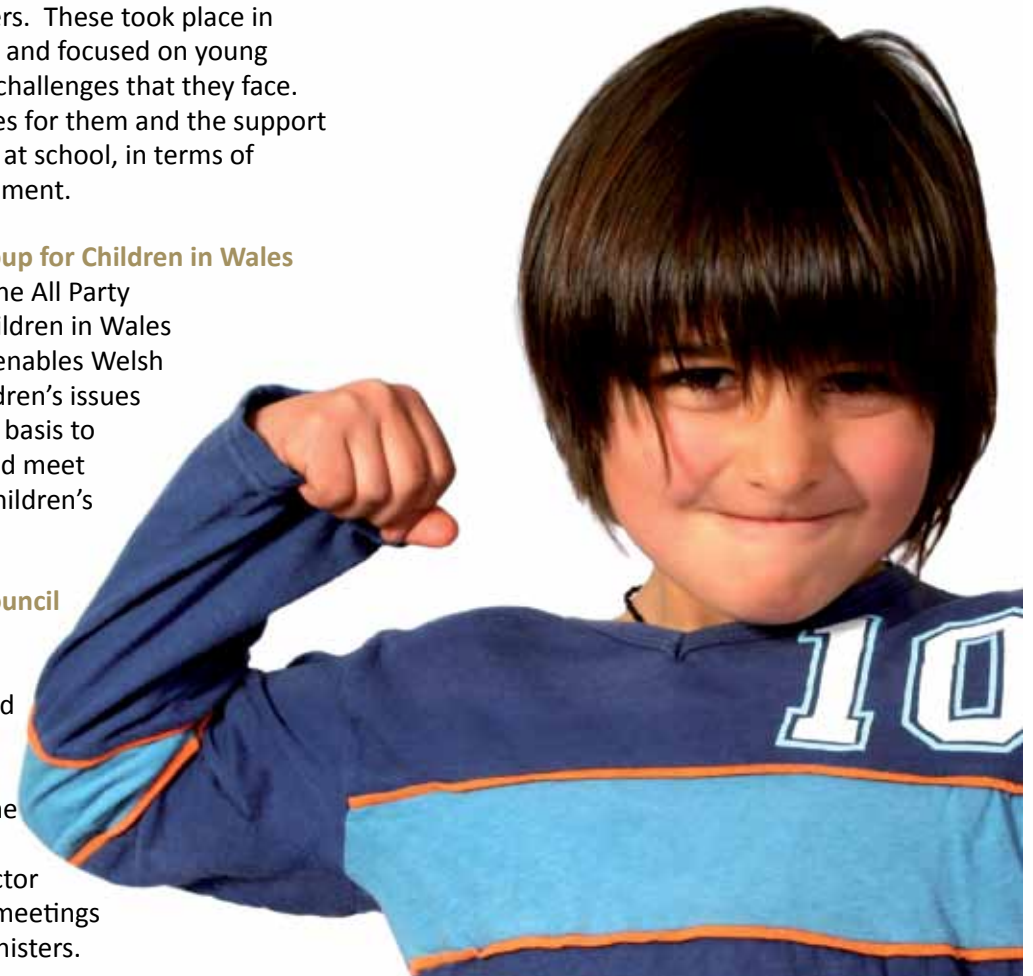
Children in Wales ran a series of three regional residentials with young carers. These took place in south, mid and north Wales and focused on young carers experiences and the challenges that they face. They identified the key issues for them and the support that they need particularly at school, in terms of health and from the Government.

**All Party Parliamentary Group for Children in Wales**

Children in Wales services the All Party Parliamentary Group for Children in Wales in Westminster. This group enables Welsh MPs with an interest in children's issues to get together on a regular basis to discuss issues of concern and meet with those working in the children's sector in Wales.

**Third Sector Partnership Council**

Children in Wales represents the children's voluntary sector on the Third Sector Partnership Council. This involves taking the views of those working in the children's voluntary sector to meetings of the Third Sector Partnership Council and to meetings arranged with individual ministers.



# Representation and Consultation

One of Children in Wales' main roles is to relay the views of its members to policy makers and we do this a number of ways. We respond to a wide range of consultations and liaise with our members, forums and networks to ensure our responses highlight all the relevant issues for those working in the field. Copies of all our consultation responses are available to our members in the Members Section of our website. We also provide evidence to various National Assembly for Wales Committees and Inquiries.

## Consultations

During 2010/11 Children in Wales submitted responses to the following consultations:

- Disability Living Allowance reform, Department of Work and Pensions, Consultation Ended: 18/02/11
- Tackling Child Poverty and Improving life Chances: Consultation on a new Approach, Consultation Ended 15/02/11
- Fuel Poverty Strategy 2010: The Draft Home Energy Efficiency Schemes (Wales) Regulations 2011 and Draft Regulations for the New Fuel Poverty Programme, Consultation Ended: 02/02/11
- Have your Say Bilingual Wales, Consultation Ended 29/01/11
- School Toilets – Best Practice Guidance for Primary

### Development of the Carers Strategies (Wales) Measure

Children in Wales responded to the Consultation on the Proposed Carers Strategies (Wales) Measure, highlighting the need for young carers to be explicitly included within the measure. The Deputy Minister referred to our consultation in her response in the Senedd, stating that young carers were very much included in the measure. Since then Children in Wales has continued to work with the Carers Measure Stakeholder Advisory Group to ensure that young carers remain integral to the Measure.

### Safe Places to Play and Hang Out

Children in Wales gave evidence to the National Assembly for Wales' Children and Young People Committee's review of Safe Places to Play and Hang Out. Children in Wales consulted with members of Together 4 Rights (then the Young Disabled Person's Network) about this issue and was able to carry their concerns to the Committee. These concerns included a fear of bullying and the Committee's report stated that "Given the particular nature of bullying directed towards disabled children and young people, the Committee would welcome a review of the Welsh Governments policies on this issue."

- & Secondary School in Wales, Consultation Ended: 24/01/2011
- Consultation on Visits to Former Looked After Children in Detention (Wales) Regulations 2010; and related Guidance, Consultation Ended: 24/12/10
- 21st Century Welfare, October 2010, Department for Work and Pensions, Consultation Closed 01/10/10
- Blue Badge Consultation Document, Extending Eligibility to Children Under the Age of 3 with Specific Medical Conditions and People With Severe Disabilities in Both Arms, Consultation Ended: 30/09/10
- Children and Young People's Plans: Interim Guidance 2011-14, End of consultation: 14/09/10
- Child minding and Day care regulations, Consultation Ended 06/09/2010

- Child Poverty Strategy and Delivery Plan, Welsh Assembly Government, Consultation Ended 12/08/2010
- Consultation on Draft Tobacco Control Regulations for Wales under the Health Act 2009, Consultation Ended: 06/07/10
- Proposals for a Rights of Children and Young Persons (Wales) Measure, Consultation ended: 27/08/10
- Looked after children: consultation on the draft NIHC/SCIE guidance, Consultation ended: 14 April 2010

## Inquiries

During 2010/11 Children in Wales provided both written and oral evidence to the following National Assembly for Wales Inquiries:

- Children and Young People Committee: Safe places to play and hang out
- Communities and Culture Committee: Financial Inclusion and the impact of Financial Education
- Children and Young People Committee: Follow up on Inquiry into Advocacy Services for Children and Young People in Wales
- Children and Young People Committee: Follow up on inquiry into Parenting in Wales and the delivery of the Parenting Action Plan
- Children and Young People Committee: Follow up inquiry into Child Poverty in Wales

Children in Wales highlights the concerns of our members and facilitates the development of the children and young people's agenda in Wales through representation on a number of groups. During 2010/11 these included:

## Representation

### National Assembly and Welsh Assembly Government

- Anti Bullying Network
- Basic Skills Cymru National Strategy Steering Group
- CAMHS Action Planning Group
- Cross Party Healthy Living Group
- Cymorth and Flying Start Evaluation Steering group
- Disabled Children Matter Wales meetings with minister

Children in Wales was represented on the UK-wide Core Role of the Midwife Group, part of Midwifery 2020.

Children in Wales represented fathers across the UK, and raised a number of issues about the role of fathers and partners during the perinatal period. The work of the group resulted in the UK wide publication *Delivering Expectations, Midwifery 2020* which sets out a vision for maternity services across the UK by 2020.

As a result of our input the vision acknowledges that fathers play an increasing role during pregnancy and that their involvement and support have a significant impact on both the mother and baby's social, emotional and intellectual development. The document makes numerous references to engaging not only the women, but also her partner in maternity services.

- Disabled Children Matter Wales task group
- End Child Poverty Network Ministerial Meetings
- Integrated Family Support Services steering group
- Looked after Children Education Stakeholder Group
- NAFW Cross Party Group on Fuel Poverty
- National Assembly Ministerial NHS Advisory Board
- National Childcare and Play Organisation Group
- NOMS Children of Offenders Pathway Steering Group
- North West Wales Spatial Plan Group
- Public Services Summit
- Statutory Reform Group
- Support For Learners Task and Finish Group
- Third Sector Partnership Council and meetings with Ministers
- Transition External Reference Strategic Group
- WAG Rural Affairs Ministerial meetings
- Youth Justice Committee for Wales
- Cywaith Management Board (Meic Helpine)
- DeCIPHER Public Involvement Steering Group
- Denbighshire Learning Disability Forum
- Early years Workforce network
- Equality and Human Rights Coalition

### Other Welsh Groups

- All Wales Child Protection Procedures Representation Steering Group
- All Wales Family Group Meeting Group
- Article 42 Group
- Assembly Liaison Group
- Asylum Practitioners Network
- Carers Alliance
- Child Poverty Solutions Steering Group
- Children and Young People's Research Network
- Children's Asylum Policy Group
- Conwy CBC Children and Young People's Partnership Council, Core Aim 7 Subgroup





- Fforwm Plant a Theuluoedd Gwynedd
- Forum for Integrated Service Delivery
- Fuel Poverty Charter Group
- Funky Dragon Management Board
- Grwp Cyswllt - Gwynedd Council
- Gwent Injury Prevention Steering Group
- Gwynedd Council, Children and Young People's Partnership Council, Core Aim 7 Subgroup
- Gwynedd Disability Core Group
- Health Social Care and Wellbeing Network
- Independent Data Monitoring Committee for the evaluation of the Family Nurse Partnership
- JC+ Customer Representation Group
- Local Accident Prevention Groups
- MEDA (Men Experiencing Domestic Abuse)
- NEA Cymru Advisory Group
- NEA North Wales Forum
- Neath Port Talbot Children's Rights Unit
- NGO Policy Officers
- NHS Centre for Equality and Human Rights (NLIAH) - Steering group
- North Wales Financial Capability Forum
- North Wales Safeguarding Children Forum
- Participation Consortium
- Participation Consortium - Education & Training Sub Group
- Participation Consortium - Standards Sub Group
- Participation Consortium - U 10 Sub Group
- Participation Network Gwynedd
- Prosiect Erthygl 30 (Article 30 project)
- Shared Care Advisory Group
- South Wales Fuel Poverty Forum

- Stop it Now Steering Group
- UNCRC Monitoring Group
- Voices from Care Board
- Wales Tobacco Control Alliance
- Welsh Children's Safeguarding Forum

### UK Groups

- Care Co-ordination Network UK
- Council for Disabled Children
- DWP Social Inclusion Stakeholder Group
- Early Childhood Forum
- End Child Poverty UK Management Group
- LLUK Community Learning & Development Constituency Panel
- Working With Parents Functional Mapping Expert Reference Group

### International Groups

- Eurochild
- European Child Safety Alliance
- European Policy Forum
- Family and Parenting Thematic Working Group
- International Forum for Child Welfare
- Policy Steering Group
- Thematic Working Group on Participation

# Raising Public and Professional Awareness

Children in Wales works tirelessly to raise public and professional awareness of both the issues affecting children and young people in Wales, and ways that their lives can be improved. We do this in a range of ways.

## The Media and Presentations

Through the media we are able to publicise our own work and the concerns that we have about issues affecting children and young people in Wales. During 2010/11 we sent out a number of press releases about our events, publications and other issues. Children in Wales' staff have given over 50 media interviews to television and radio, both local and national, and to a range of print media outlets, and have a regular monthly column in the UK wide magazine Children and Young People Now. We have also given presentations to smaller groups, as well as larger conferences, about our work and specific aspects of concern to a variety of groups both locally and internationally.

The Grandparents and Kinship Care conference brought leading experts in the field and grandparents together to discuss legal, financial, practical and emotional issues associated with kinship care. Ruth Marks, Older People's Commissioner for Wales, spoke at the conference, and said that she did not have much prior knowledge of kinship care. A representative of the Children's Commissioner for Wales' Office was also present and as a consequence the two Commissioners offices were able to discuss how to take this issue forward together with Children in Wales.

*"We were able to access the Home Safety Training and Trainers information. This has now been cascaded to many other organisations and parents groups in conjunction with the Caia Park Health Team."*  
Development Worker, Caia Park Early Years Forum

## Events

Our conferences and events provide a forum to highlight issues concerning children and young people in Wales. During 2010/11 we hosted a range of conferences, seminars and workshops. These explored a range of issues from the role of fathers, to accident and injury prevention and bullying prevention. We also organised a range of information days and seminars which enabled those working in specific fields to come together and learn about specific issues, such as supporting parents with learning disabilities, or bereavement in the secure setting.

## Training

Children in Wales provides a range of multi-disciplinary training courses, which promote an integrated approach for all those working in the statutory, voluntary and independent sectors. The courses draw on the resources of our own specialist staff team and a national network of expert individuals and organisations, to deliver high quality training across Wales. We also provide a range of in-house training.



# Training

Children in Wales provides a range of training courses for professionals the children's sector in Wales. This includes training courses which are open to anyone and specific training commissioned by outside agencies.

*"Excellent day - thank you very much" - An Introduction to Child Neglect*

*"I thoroughly enjoyed the course and it really woke me up to the reality of what is happening and how to stop these situations before anything extreme happens."*  
An Introduction to Child Neglect

## Children in Wales Open Training

During the year 2010/2011 Children in Wales produced two programmes of open training. Our training brochures featured an ambitious range of training including new topics as well as those which had been run successfully in the past. The courses covered a range of issues including child protection, domestic abuse, communicating with disabled children, parental mental health and the impact on children, child accident prevention, soft outcomes, and groupwork.

## Commissioned Training

Children in Wales is regularly approached with requests to provide in house training for a wide variety of organisations, ranging from small charities and private businesses to local authority training departments. Children in Wales negotiates the specifics of the training requirements and costings and in many cases the initial inquiries lead to delivery. Much of this commissioned training is for child protection although we have also had interest in buying in training advertised through the open programme including Soft Outcomes, Working with Fathers, Domestic Abuse and

Children's Policy in Wales.

## Child Protection Training for Dental Practitioners

Children in Wales have been successful in gaining a contract with the Dental Postgraduate Department of the University Dental Hospital. The contract is to provide Level 2 Child Protection training, in house, to all staff within dental practices in Wales. We will also be providing training at post graduate centres throughout Wales. This training is being provided by a pool of Associate trainers who are based throughout Wales. Children in Wales responds to requests from practices by arranging training to be provided by a trainer within their geographical area.

## ESF Reach the Heights Training

This training is delivered free for practitioners working in the ESF convergence area, as part of Children in Wales' involvement as a partner in the Reach the Heights Programme. The training is aimed at supporting practitioners to work positively with groups of young people who are not in education, employment or training (NEET), or are in danger of becoming NEET, so that they can help them to improve their life chances. There has been a great deal of interest in the training and very positive feedback from participants who have attended.

## UNCRC Training for Professionals

Children in Wales was successful in securing a contract to create training guides on the UNCRC for

professionals and associated resources to be used in the training. The professional sectors identified were education, health, police and law, social work

and youth justice. The project involved extensive consultation with representatives from these sectors and one of the key messages was that the training also needed to take account of partnership working. This led to the production of a training guide which can be used for multidisciplinary groups. Children in Wales also worked with groups of young people to develop audio resources highlighting rights issues particularly for specific vulnerable groups in Wales, but also for children generally. All the resources will be published on the UNCRC *Lets Get it Right* website.



*"A great training day, fun and informative."*  
Therapeutic Play for Children in Need

*"I really enjoyed the course - it has given me real food for thought and will inform my clinical practice"*  
Attachment and its Role in Children's Lives

*"A fantastic, very knowledgeable trainer who kept the training interesting and gave lots of new ideas. Great!"* Positive Approaches to Positive Behaviour



# Conferences, Seminars and Workshops

Children in Wales organises a range of conferences, seminars and workshops. Activities in 2010/11 included:

## Conferences

- **How do we Protect Children in Families Subject to Asylum? 5 May 2010** - The conference highlighted the work that has been carried out by Children in Wales and The Welsh Refugee Council to raise awareness of Child Protection amongst Refugee Community Groups.
- **National Child Poverty Conference, 27 May 2010** This conference was delivered by Children in Wales, the Welsh Local Government Association and Save the Children. It enabled stakeholders to debate the opportunities and challenges on taking action to reduce child poverty in Wales, as a result of new statutory duties outlined within the Children and Families Measure.
- **Disabled Children and Young People Have Rights Too! 23 June 2010** - This conference looked at how disabled children, young people and their families can be made a national priority in Wales and also the UK's reports to the United Nations on the rights of disabled children.
- **Rising to the Challenge, Keeping Children on the Agenda Children in Wales' Annual Round Table Conference & Annual General Meeting** - This conference provided an opportunity to exchange practice and consider the important themes of Child Poverty and Supporting Vulnerable Families in depth.

- **Grandparents and Kinship Care, 31 March 2011** This conference brought together leading policy makers and professionals in the field to review policy and practice around kinship care and to highlight legal, financial, practical and emotional issues associated with it.

## Seminars and Workshops

- **Things to do and places to go! Access to community play and leisure activities for disabled children and young people, 19 May 2010** - This seminar highlighted the work of a variety of organisations who support services to include disabled children and young people in their activities
- **Knowing What You Do Works: Measuring your own**

**effectiveness with families, parents and children, 12 October 2010** - This information session helped delegates understand the terms and issues within the act of measuring effectiveness, and how to go about it based on sound research and best practice.

- **Hurtling into a Void? Realising the potential of young disabled people during transition to adulthood, 29 November 2010** - This seminar highlighted the work of a variety of organisations who are aiming to improve young disabled people's experience of transition to adulthood and ensure they reach their full potential.
- **Child Death Review Workshop, 1 March 2011** This was a multi-sectoral workshop focusing on suicide in children, hosted by Children in Wales on behalf of the Public Health Wales Child Death Review Team.



# ESF - Reach the Heights

Children in Wales is a joint sponsor in the Reach the Heights project, supporting young people to gain skills for learning and employment through work experience and community based opportunities. During 2010/11 this funding has supported a number of developments in the Participation Workers' Network for Wales and Together 4 Rights. It has also supported aspects of our training programme.



## Together 4 Rights

The Children in Wales Together 4 Rights group provides a structure for young disabled people to be supported to play a full and active part in the decision-making processes that affect their lives. The all Wales group aims to give young disabled people opportunities to:

- Meet and have fun
- Understand their rights
- Raise issues of concern in their everyday lives
- Have a voice in decision-making affecting themselves and their peers
- Build their capacity, by increasing their confidence and self esteem, to become effective participants in the decision making process

Together 4 Rights, formerly known as the Young Disabled Persons' Network, was renamed Together 4 Rights during 2010/11. The new name and logo for the network was developed by the young people themselves through work with schools and youth groups across Wales. It was launched in October 2010 at the Children's Commissioners Offices.

Other developments during the year include:

- The development of a Together 4 Rights schools programme through which pupils at schools across Wales have participated in sessions on the UNCRC
- Regional events to enable young people from across Wales to get together
- Young people on the Together 4 Rights group have participated in consultations and taken part in events organised by Children in Wales and external organisations
- Members of Together 4 Rights have delivered presentations at conferences and events

Representatives of young people from Pembrokeshire, Swansea, Blaenau Gwent, Gwynedd and Denbighshire participated in an hour long Question & Answers session with the Children's Commissioner for Wales at the launch of Together 4 Rights in October 2010. As a result of this, he promised to prioritise issues that are important to disabled children and young people in his work plans for the following year.

Young people involved in Together 4 Rights have given a lot of positive feedback:

*"Delivering the workshop for Together 4 Rights was my proudest moment"*

*"I really enjoyed the meetings. Please can we have some more"*

*"My favourite bit of the session was getting to know everyone and being involved. Thanks everyone for a fab day."*

*"It was good to meet with people from North Wales on the video link and the Children's Commissioner in person."*



# ESF - Reach the Heights



## The Participation Workers' Network for Wales

The Participation Workers' Network for Wales (PWNW) is a free service supporting practitioners and organisations to promote participation through their work with children and young people. The Network was created in 2006 and is currently funded by the European Social Fund as part of the Reach the Heights initiative.

The PWNW run an online service where workers in Wales can find out about the latest news and policy in the field of participation. Practitioners are also linked together by the Members' Area where they can search for examples of good practice to support their work, and share their own case studies and upcoming work.

The website was relaunched with a new design in late 2010. There is also a new microsite entitled 'Measuring Children and Young People's Participation' which enables practitioners to assess their work against the Children and Young People's National Participation Standards and work towards receiving a Participation Kite-mark that recognises their work.

The PWNW has also begun a programme of direct work with children and young people. This has included:

- Keeping Warm in Winter: The PWNW was involved in the Children in Wales project and ran a series of workshops in schools across Wales looking at the issue of fuel poverty, its effects and solutions. The project ended with a launch event and the release of a report, DVD and children and young people's leaflet.
- We are continuing to work with the Young Carer's Network consulting with young carers about their experiences and the support that they currently receive and need in the future. Regional residentials have finished with a national residential planned for the Summer of 2011

The PWNW is based at Children in Wales and is part of the Children and Young People's Participation Consortium for Wales.

### Quotes from the Participation Workers' Network for Wales Consultation

*"Being new to the arena in Participation it has provided information to support working with young people".*

*"I find the e-briefings really useful in staying informed about what is going on. They're excellent."*

*"Information is updated regularly and it is always nice to read about other people's good practice"*



## ESF Reach the Heights Training

Children in Wales' training programme includes training provided through the ESF Reach the Heights programme. This training is delivered free for practitioners working in the ESF convergence area, as part of Children in Wales involvement as a partner in the Reach the Heights programme. The training is aimed at supporting practitioners to work positively with groups of young people who are NEET or are in danger of becoming NEET to help improve the life chances of the young people they are working with. There has been a lot of interest in the training and very positive feedback from participants who have attended.



# Supporting New and Existing Initiatives

## Cefnogi Cynnar Early Support

Children in Wales leads the partnership that is implementing the Early Support Programme in Wales. Early Support is the Welsh Assembly Government's programme to deliver family focused, high quality, coordinated services for disabled children under the age of five and their families, which are responsive to their needs. Early Support raises expectations about the way agencies and services work together to meet the needs of children and families and encourage change. It addresses training needs and promotes the development of key worker services. Early Support also supports the development of a multi-agency workforce, and provides practical resources that drive and support the change process at local level.

*"When my daughter was eight months old I was introduced to Caerphilly Children's Centre, where I received the help and care required to improve her quality of life. It is here that I was first introduced to the Early Support programme. My daughter has benefited from many health care professionals and through having access to a key worker. Early Support has introduced me to support tools such as the developmental journal, which I use to record her ongoing development and her many achievements, and this also provides a focus for her future accomplishments. With the help of Early Support my hope and optimism for the future has returned. It is vital as a parent with a child with additional needs to have access to a support network that is not just available, but actually works. To have services from different agencies brought together to provide help and advice is essential to improve the lives for families like mine."*  
Parent, involved with the Early Support Programme

The second year of the Early Support programme has focused on developing and embedding local services, providing training and supporting the development of new ideas through the additional funding scheme. Early Support Consultants have been working with local authority, health and voluntary sector partners to help embed Early Support for families, while there is still work to be done, many areas are making very good progress.

There have been three rounds of bids for additional funding, each round of funding drew in a range of interesting bids, and some of the projects funded included the delivery of parents workshops facilitated by Contact a Family, a piece of research into delivering Early Support to families in rural communities and through the medium of Welsh, undertaken by Gwynedd, and a piece of partnership research on Using the Early Support Model in a school setting, led by Autism Cymru.

The Early Support training is designed to support the improvement of services for disabled children and children with additional needs and their families. It aims to enable practitioners and managers, parents and carers, to develop and improve their understanding of how Early Support principles, approaches and materials help them to provide better support for disabled children and children with additional needs.



Children in Wales is one of five organisations that successfully tendered for the contract to deliver the Welsh Government funded Meic national advocacy, advice and information helpline for children and young people up to 25 years living in Wales. The Meic helpline was set up in September 2010 and was extended to a 24-hour service in February 2011. Children in Wales chair the Cywaith Management Board which is responsible for overseeing the service alongside our partners, Tros Gynnal, Voices from Care Cymru, NYAS and ProMo Cymru. We also work with the Welsh Government to raise awareness of the helpline and promote its use.

The helpline is the first of its kind on a national level. It provides children and young people with a single point of contact via telephone, text, instant messaging and email. The Helpline is bilingual and free to contact. It is a confidential and anonymous service, and provides information, signposting to other services and access to an independent professional advocate.

[www.earlysupportwales.org.uk](http://www.earlysupportwales.org.uk)

[www.meiccymru.org](http://www.meiccymru.org)

# Governance

## Trustee Board

The Trustee Board, which consists of 12 members, deals with the finance and governance of the organisation. Members are elected annually at the Annual General Meeting and serve for a maximum of three years. The Members of the Trustee Board during 2010/11 were:

- Dr Mike Shooter CBE (Chair)
- Stuart Chapman (Treasurer)
- Roger Bishop, Tros Gynnal
- Rebekah Burns, Cardiff Women's Aid (from AGM 15.12.10)
- Diane Daniel
- Dr Iolo Doull, Royal College of Paediatrics & Child Health in Wales
- Mike Greenaway, Play Wales (from AGM 15.12.10)
- Philip Hodgson (from 23.2.11)
- Deborah Jones, Voices from Care (Cymru)
- Yvonne Rodgers, Barnardo's Cymru
- Greta Thomas
- Jane Tremlett, Carmarthenshire County Council (until 15.12.10)
- Emily Warren
- John Valentine Williams OBE

## Policy Council

Children in Wales has a Policy Council which makes recommendations about children and young people's policy issues to the Trustee Board, but has no governance function. The Policy Council comprises of 10 pre-appointed members from key bodies, with up to a further 21 places elected from the membership. The 12 Trustees of Children in Wales also automatically become members. The Members of the Policy Council during 2010/11 were:

### Representatives of Pre-appointed Bodies

- ADEW (represented by Pierre Bernhard-Grout, WLGA)
- Funky Dragon (represented by Darren Bird)
- Public Health Wales (represented by Dr Hywel Williams)
- Royal College of Paediatrics & Child Health in Wales
- WLGA (represented by Beverlea Frowen)
- NHS Confederation (represented by Win Griffiths)
- ACPO
- ADSS (represented by Leighton Rees, Denbighshire County Council)

- Jan Leightley, Action for Children Gweithredu dros Blant
- Jayne Saunders, Ty Hafan Children's Hospice in Wales
- Dr Elspeth Webb, University Hospital of Wales
- Christine Walby

### Observers

- CAFCASS Cymru
- Welsh Assembly Government
- Children's Commissioner for Wales

### Elected Members

- Pippa Boss, Shared Care Cymru
- Felicity Fletcher, Relate Cymru
- Wendy Hawkins, Clybiau Plant Cymru Kids' Clubs

# Members of Children in Wales

During 2010/11 Children in Wales had a total of 308 members, 215 of which were organisational members and 58 were individuals. An additional 35 individuals, who work for organisations already in membership, also signed up as supplementary members. Our 2010/11 members were:

## Organisations

ABCD  
Aberystwyth University  
Action for Children  
Adoption UK  
AFASIC Cymru  
Allied Healthcare  
Amy Weir & Associates Ltd  
Aneurin Bevan Health Board - Sure Start/  
Flying Start  
Arad Consulting  
Aran Hall School  
ASH Wales (Action on Smoking & Health in  
Wales)  
Atal y Fro  
Bangor University  
Bangor University Tir Na Nog Daycare  
Centre  
Barnardo's Cymru  
BAWSO  
BBC Children in Need  
Betsi Cadwaladr University Health Board  
Bettws Lifehouse  
Bobath Children's Therapy Centre  
Booktrust  
Bridgend Association of Voluntary  
Organisations (BAVO)  
Bridgend County Borough Council  
British Association of Social Workers  
Bryn Melyn Care Ltd  
Bwrdd yr Iaith Gymraeg  
Caerphilly County Borough Council  
Caerphilly Parent Network  
CAFCASS Cymru  
Caia Park Early Years Forum  
Canolfan Plant Jig-So Children's Centre  
Canolfan Plant y Frenni

CAPIC (Collaboration for Accident  
Prevention Injury Control)  
Cardiff & The Vale Parents Federation  
Cardiff & Vale University Health Board  
Cardiff Council  
Cardiff Council Sure Start  
Cardiff Institute of Society Health & Ethics  
Cardiff Local Safeguarding Children Board  
Cardiff University  
Cardiff Women's Aid  
Cardiff Youth Offending Service  
Care Co-ordination Network UK (CCNUK)  
Care for the Family  
Carmarthenshire County Council  
Carmarthenshire Youth and Children's  
Association (CYCA)  
Cartref Bontnewydd  
CCPAS  
Ceredigion County Council  
Children's Therapy Service  
Citizens Advice Cymru  
City & County of Swansea - Mobile Toy  
Library  
City & County of Swansea - Storm Project  
Clybiau Plant Cymru Kids' Clubs  
Coleg Bridgend College  
Coleg Deeside College  
Consumer Focus Wales  
Contact a Family Wales  
ContinYou Cymru  
Conwy County Borough Council  
Council for Wales of Voluntary Youth  
Services (CWVYS)  
Croesyceiliog Comprehensive School  
Cruse Bereavement Care Cymru  
Cwm Golau Integrated Children's Centre  
Cwm Taf Health Board  
Cymdeithas Tai Clwyd  
Cyngor Gwynedd Council

Dangerpoint  
Ddraig Ffyn-ci/Funky Dragon  
Denbighshire County Council - Family  
Information Service  
Denbighshire County Council - Flying Start  
Denbighshire County Council - Margaret  
Morris ICC  
Denbighshire County Council - The Oak  
Tree ICC  
DEWIS Ltd  
Discovery Student Volunteering Swansea  
Dyfodol Powys Futures  
Dynamix Ltd  
Discovery Centre  
Education & School Improvement Service  
(ESIS)  
Eglwys Bresbyteriaidd Cymru  
Face2Face  
Fairbridge Cymru  
Families Need Fathers Cymru  
Family & Parenting Institute  
Family Fund  
Firebrake Wales  
First Campus  
Flintshire County Council  
Focus Consultancy  
Forest Children's Centre  
Foster Care Associates  
Fostering Network Wales  
FPA  
G4S Care & Justice Services  
GISDA  
Greenfield Special School  
Groundwork Bridgend & Neath Port Talbot  
Gwent Association of Voluntary  
Organisations (GAVO)  
Hafal  
Hafan Cymru  
Heart of the Valleys Integrated Children's

Centre  
Home Start  
Home Start Blaenau Gwent  
Home Start Bridgend  
Home Start County Borough of Wrexham  
Hywel Dda Health Board  
Iaith Cyf  
Incredible Years Wales Training Limited  
Independent Children's Homes Association  
Independent Professional Management  
Interlink  
Investigative Interviewing Training and  
Consultancy Limited  
Isle of Anglesey County Council  
Jargon Cfft  
Jobcentre Plus  
Kidzone Consultancy  
Law yn Llaw  
Learning Disability Wales  
Llamau Ltd  
Llanelli Women's Aid  
Llwynhendy Children's Centre  
M C Consultancy  
Maes-y-Coed Primary School  
Mantell Gwynedd  
MENCAP Cymru  
Merthyr Tydfil County Borough Council  
Monmouthshire County Council - Acorn  
ICC  
Monmouthshire Local Safeguarding  
Children's Board  
Monmouthshire County Council -  
Transitions Project  
Montgomeryshire Family Crisis Centre  
Mudiad Ysgolion Meithrin  
National Association of Toy & Leisure  
Libraries  
National Autistic Society Cymru  
National Childminding Association (NCMA)

National Confederation of Parent Teacher Associations  
 National Day Nurseries Association Cymru  
 National Deaf Children's Society  
 National Energy Action Cymru  
 National Foundation for Educational Research (NFER)  
 National Portage  
 National Youth Advocacy Service (NYAS)  
 Neath Port Talbot College  
 Neath Port Talbot County Borough Council - Training & Development  
 Neath Port Talbot County Borough Council - Language & Play  
 Neath Port Talbot CVS  
 Neath Port Talbot County Borough Council - Flying Start  
 Neath Women's Aid  
 Newport City Council  
 Newport Youth Offending Service  
 North Denbighshire Domestic Abuse Service  
 North Wales Police Authority - Hi Tech Crime Unit  
 NSPCC  
 Parenting UK  
 Partneriaeth Cymunedau'n Gyntaf De Pwllheli  
 Pathway Care  
 Pembrokeshire College  
 Pembrokeshire County Council - Children & Young People's Partnership  
 Penpych Community Primary School  
 People and Work Unit  
 Plant Dewi  
 Play Wales  
 Powys Carers Service  
 Powys County Council  
 Powys Teaching Health Board

ProMo-Cymru  
 Prospects for Young People  
 Public Health Wales  
 RAY Ceredigion  
 RCT Local Safeguarding Children's Board  
 Relate Cymru  
 Rhondda Cynon Taff County Borough Council  
 Right From The Start (Caerphilly)  
 RNIB Cymru  
 RNID Cymru  
 Royal College of Paediatrics & Child Health  
 Safer Wales Ltd  
 Save the Children  
 Scope Cymru  
 SENSE Cymru  
 Shared Care Network Cymru  
 Sheila Booth Social Work Consultancy  
 SNAP Cymru  
 Sova Cymru/Wales  
 Spark Blaenymaes Ltd  
 SSSP Consultants Ltd  
 St Andrew's Infant School  
 St David's Children Society  
 St John Cymru Wales  
 Stop it Now! UK & Ireland  
 Swansea & Brecon Diocesan Board for Social Responsibility  
 Swansea College  
 Swansea University  
 TACT Cymru  
 Talk Training Ltd  
 The Beth Johnson Foundation  
 The Euphelia Clinic  
 The Frank Buttle Trust  
 The Place2Be  
 The Venture  
 Thomas Coram Research Unit  
 TJB Cymru Cyf

Toadhall Montessori Nursery and Creche  
 Torfaen County Borough Council - Children and Young People's Partnership  
 Torfaen County Borough Council - Family Support Team  
 Torfaen County Borough Council - Learning & Community Participation  
 Torfaen County Borough Council - Communities First  
 Torfaen County Borough Council - Family Information Service  
 Torfaen Voluntary Alliance  
 Touch Trust Ltd  
 Trinity Fields School & Resource Centre  
 Tros Gynnal  
 Ty Hafan Children's Hospice  
 UCAC (Undeb Cenedlaethol Athrawon Cymru)  
 UNICEF UK  
 University of Wales: Trinity Saint David - School of Social Justice & Inclusion  
 University of Wales: Trinity Saint David - School of Early Years Education  
 Usborne Children's Books  
 UWIC  
 Vale of Glamorgan Council - Flying Start  
 Velindre NHS Trust  
 Voices from Care (Cymru)  
 Voluntary Action Cardiff  
 Voluntary Action Merthyr Tydfil  
 Wales Pre-School Providers Association  
 Wavehill Consulting  
 Welsh Local Government Association  
 Welsh Refugee Council  
 Welsh Women's Aid  
 Wrexham County Borough Council - Family Information Service  
 Wrexham County Borough Council  
 Wrexham Women's Aid

Y Bont  
 YMCA Wales  
 Ynyscynon Early Years Centre  
 Ysgol Syr Thomas Jones  
 Ystrad Mynach College  
 Zion Baptist Chapel

## Individual Members

Dr Barbara Wilson  
 Ms Anne Crowley  
 Cllr Christine Walby OBE  
 Mrs Clare Lucignoli  
 Mr Dafydd Ifans  
 Mrs Diane Daniel  
 Mrs Diane Earl  
 Mr Elvet Crowe  
 Prof Jo Sibert  
 Miss Hannah Bussicott  
 Mrs Jan Berry  
 Ms Jan Owen  
 Mrs Jayne Isaac  
 Mr John Llewellyn Thomas  
 Mr John Valentine Williams OBE  
 Mrs Laura Horton  
 Mrs Lesley Conran  
 Mrs Lesley Parratt  
 Ms Margaret Hanney MBE  
 Ms Mary Anne Marsden  
 Mr Merfyn Roberts  
 Mr Robin Griffiths  
 Rev David Calvin-Thomas  
 Ms Ruth Parry  
 Ms Sarah Herbert-Jones  
 Mrs Sioned Bowen  
 Ms Sue Thomas  
 Prof Nigel Thomas  
 Ms Veronica Grant

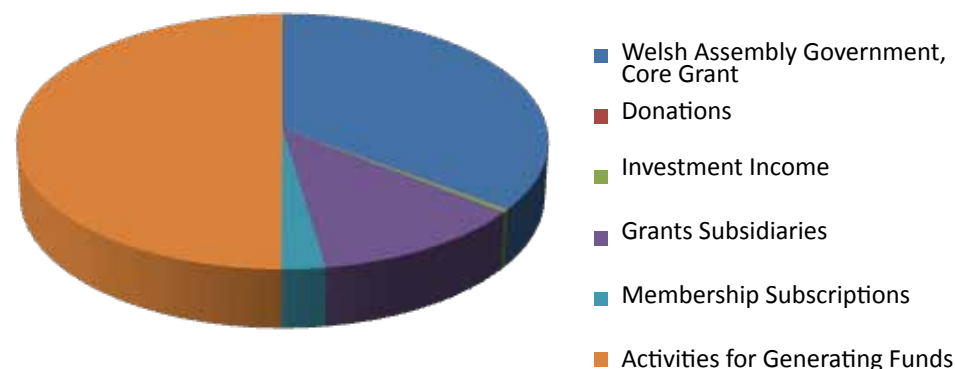
# Financial Summary

Incoming Resources/£	
Welsh Assembly Government Core Grant	581,621
Donations	195
Investment Income	5,952
Grants Subsidiaries	197,793
Membership Subscriptions	39,795
Activities for Generating Funds	823,503
<b>Total Incoming Resources</b>	<b>1,648,859</b>

Resources Expended/£	
<b>Cost of generating funds</b>	
Membership & Support Services	114,343
Direct charitable expenditure	1,563,140
Governance Costs	17,206
Pension Finance	3,000
<b>Total Resources Expended</b>	<b>167,689</b>
Net Income for the Year	-£48,830

Analysis of Charitable Expenditure by Objective/£	
Developing & supporting strong networks	253,299
Representation & Consultation	239,033
Producing, promotion & disseminating information	460,176
Developing policy, practice and research	448,542
Raise public and professional awareness	166,061
Membership Support Services	113,372
Governance	17,206
<b>Total Resources Expended</b>	<b>1,697,689</b>

## Incoming Resources



## Charitable Expenditure

