



# Children in Wales Plant yng Nghymru

## Annual Report & Financial Summary 2011/12







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## Foreword from the Chair and Chief Executive

2011/12 was a busy year for Children in Wales as we continued to strive for the best outcomes for children and young people in Wales through times of economic uncertainty and a changing political landscape.

May 2011 saw a new government at the National Assembly for Wales and First Minister, Carwyn Jones, announced his five year legislative programme at the end of July. The programme included a lot of key developments for children and young people, including bills on children and young people, Social Services, education, and youth offending. Since then, Children in Wales has been active in ensuring that the views of our members are carried to policy makers as these new policies are developed.

Children in Wales worked with the Welsh Government to ensure that the views of our members were heard in their plans for the restructuring of partnerships. We held four consultation events across Wales with the third sector, and carried out an online questionnaire to enable members to highlight their thoughts about the plans. We have been represented on many of the key advisory boards for the changes in Social Services and hosted a conference on the draft Social Services (Wales) Bill when it was published in March 2012. This provided a forum for members to talk directly to the Deputy Minister for Social Services and Children about the changes.

We have also been looking at how developments in Westminster will impact on us here in Wales, including new legislation and the ongoing impact of cuts to services. The End Child Poverty Network, co-ordinated by Children in Wales has been following the impact of welfare reform and published a briefing about it in Autumn 2011. This included recommendations for the Welsh Government to help mitigate the impact of the Welfare Reform Act 2012.

Throughout 2011/12 Children in Wales worked to ensure that professionals working with children across Wales have the skills and information they need to provide the best for the children they work with. Our training programme has continued to grow with awareness being raised across the sector about children rights, child protection and a variety of other key issues. Our conference and events programme and our information services have also helped to keep all those in the children's sector up-to-date with key developments and enabled them to share good practice and ideas.

We now look forward to 2012/13 and know that whatever challenges it brings we will continue to do our utmost for the rights of 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 2011/12.

## 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 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.

### **Children in Wales Preventing Bullying Behaviour Group**

was set up to because of the need to ensure that policies relating to the anti bullying agenda, both in schools and communities, are evaluated and joined up. The group meet to create a strong voice to challenge and support anti bullying work nationally and locally and to share practice and identify common concerns.



*"Being able to share practice on a national level gaining knowledge and understanding of other advocacy services for young people in Wales building links and networking highlighting current themes and trends that happen in each area and comparing them nationally." (A Member of the Advocacy Practice Exchange Network describing the benefits of being part of the network).*



*"I have been and currently am, the only person in my county holding the role that I do. Having a network of people in similar posts from other counties to meet with, exchange views and ideas with and gain mutual support from, is absolutely invaluable. Having Children in Wales do the supporting and administering shows how much our work is valued and how much our line managers value the process by releasing us to attend the meetings." (Linc 3 network member)*



**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 Fforwm Magu Plant/Parenting Forum & The Fatherhood Wales Forum** are a multi-agency networks of parenting organisations. They facilitate the sharing of good practice, disseminate relevant information, work on training and quality standards, and communicate the views of parents, carers and children to policy makers in Wales. They run a number of events together and also meet separately to look at specific policy issues.

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

**The Forum for Integrated Service Development** brings together professionals across Wales who are leading the development of the Team Around the Family as part of the Welsh Government's Families First programme. The aim of the forum is

to offer peer support to managers involved in developing localised services as well as to share good practice and information in the development of early intervention and preventive services across Wales.

**The Forum on Issues for Disabled Children** is a multiagency 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.

**Linc3** supports the third sector with issues relating to children, young people and families. It enables representatives from Councils for Voluntary Services to improve knowledge and offer mutual support and understanding in order to enhance their work within Children and Young People's Partnerships. The members champion third sector representation and the promotion of children's rights. The network was previously known as the Children and Young People's Partnership Involvement Network in Cymru (CYPPINC).

**The Looked After Children Health Exchange** is a multiagency 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.

### **Men Experiencing Domestic Abuse**

Children in Wales has now taken over the running of the network formerly known as MEDA (Men Experiencing Domestic Abuse). The network brings together professionals looking to support fathers who are victims of abuse, and to promote work with male perpetrators which has the best interest of the child at its heart.

**North Wales Families First Parenting Learning Set** is a group for parenting practitioners working in the Families First areas of Wrexham, Flintshire, Denbighshire, Angelsey, Conwy and Gwynedd. The group shares learning

and looks at joint priorities across North Wales.

### **The Parenting Coordinator's Network**

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, solutions, research and policy with their colleagues.

**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**

Children are Unbeatable Cymru Children in Wales is part of the UK-wide Children are Unbeatable! Alliance campaign to change the law for children to have the same protection from being hit that all adults have, and also to promote non-violent ways of managing children's behaviour. We co-ordinate the 'Sdim Curo Plant! Children are Unbeatable! Cymru campaign, which was launched in September 2000 to co-ordinate and promote the campaign in Wales.

*"It gives the young carers projects run by different organisations the chance to meet up and discuss good practice, it allows excellent peer support, young carers focused events. It's the only place I go where I feel young carer/young carers projects are fully understood and as a result of this network I feel young carers are better supported."* (Member of the Young Carers Network)







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Members Content

Children in Wales is the national umbrella organisation for those working with children and young people in Wales.

More about what we do



### Upcoming Events



Our conferences and events provide a forum to highlight issues concerning children and young people in Wales. They bring together members and the wider children's sector to explore policy developments, promoting approaches and the latest research findings on a wide variety of topics.

List all Events

### Training



Children in Wales provides high quality training events at venues across Wales. All of our training courses are multi-disciplinary and aim to promote an integrated approach for all those working in the statutory, voluntary and independent sectors. We also provide bespoke training.

Take me to Training

### Policy



Members of Children in Wales can log on for all the latest policy information. Our Policy Section contains all the latest news, consultations and documents on policy affecting children and young people in Wales as well as all the relevant legislation in both the Assembly and Westminster.

Policy Section

### Members' Login

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### What We Do

- Advisory
- Asylum, Refugee & Migration Issues
- Children's Rights
- Early Years
- Information Services
- Participation
- Training

- Annual Reports
- Child Accident Prevention
- Child Poverty
- Disability
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- Parenting
- Road Research
- Young Carers

### In Your Area

- Advisory Projects
- Children and Young People's Forum
- Disability Projects
- Family Information Services
- Health Centres
- Integrated Children's Centres
- Young Carers Network

### Contact Us

Head Office: 16 Western Place, Cardiff, CF10 2BZ. Tel: 0300 2034 2434. Fax: 0300 2034 2134

North Wales Office: Unit 2, Ynion Cwm, Blaenau Ffestiog, Gwynedd, LL20 1TH. Tel: 01286 871135. Fax: 01286 871136

E-mail: [info@childreninwales.org.uk](mailto:info@childreninwales.org.uk)

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Children in Wales

ChildreninWales

Children in Wales is the umbrella organisation for organisations and individuals who work with children and young people in Wales.

Cymru: <http://www.childreninwales.org.uk>

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Children in Wales

Summer edition of Children in Wales magazine now available - interview with VFC, children in the media, > more bit.ly/mk0C

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## 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 updates not only about our work, but also 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.

### 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 news, current consultations, legislation in the National Assembly for Wales and the UK Parliament, forthcoming events and jobs in the children's sector. The Policy E-briefing is distributed to over 1300 individuals,

and 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.

### Twitter

Children in Wales started using Twitter in early May 2011 to promote activities and publications as well as new policy. Children in Wales has been tweeting regularly in both English and Welsh and by the end of March 2012 had 407 followers in English and 54 in Welsh. These include a mixture of individuals and organisations who work in the children's sector in Wales, Welsh politicians, journalists, businesses, and a variety of organisations and individuals based outside Wales.



# 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 2011/12 the magazine continued to highlight the work that Children in Wales carried out to keep children on the agenda through times of financial constraint, and featured articles about the new Welsh Government's five year programme.

The Summer 2011 edition included articles on the Welsh Government's Legislative Programme and provided readers with details of the Assembly's new legislative powers and what they could mean for children. It also included a range of article on children's rights including the implementation of the Children's Rights Measure, details of the Rights Respecting School Award and training professionals on Children's Rights. Contributions from members included articles on advocacy for children in the asylum system and Twf raising children bilingually from birth.

Autumn 2011 featured an interview with then new Deputy Minister for Children and Social Services, Gwenda Thomas AM, in which we asked her about

her plans and priorities. It also included articles on the Reggio Emilia Approach, issues for young carers, accident prevention in Northern Ireland, the Including Families Project and participation in the early years.

Winter 2011/12 provided an update on the recently held Eurochild conference and included an interview with Regína Jensdóttir, Head of the Children's Rights Policies Division, at Council of Europe, one of the speakers at the conference. It also looked at the recent Assembly debate on ending the defence of "reasonable chastisement" and children and young people's mental health risk factors. Other contributions included cyberbullying and internet safety, education transitions for 6 to 8 year olds and funding for Welsh NEETs from Buttle UK.

For the Spring 2012 we interviewed Dr Heather Payne, Senior Medial Officer for Maternal and Child Health at the Welsh Government, and provided a feature on the health of looked after children. It looked at current policy including welfare reform and the reorganisation of partnerships. It contained features on the Finnish Experience of banning physical punishment, domestic abuse and children and a new qualification for working with parents. Good practice highlighted included supporting disabled children in out of school care and the MENCAP Play our Way project.





## Policy Practice Development and Research

Much of Children in Wales' work involves promoting policy and practice development. During 2011/12 we carried out a whole spectrum of activities promoting policy and practice development across a range of areas. These included:

### **Future of Social Services**

Children in Wales has been working to ensure that the views of our members are taken forward to policy makers as the plans for the future of Social Services in Wales are developed. We have done this through representation on both the Social Services Partnership Forum and Social Services Strategic Leadership Board. In March 2012 we hosted the round table conference, Influencing the agenda: Keeping the focus on children and young people through the changes in social services. The conference provided a forum for members to discuss their thoughts on the Social Services Bill consultation with the Deputy Minister for Children and Social Services.

### **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.

### **National Assembly for Wales Cross Party Group for Children**

Children in Wales provides the secretariat for the National Assembly's Cross Party Group for Children. The Group meets to consider different issues of importance to children in Wales and consider policy implications. The meetings also provide opportunities for representatives from relevant organisations to meet with Assembly Members to discuss issues of concern for children and young people in Wales.

### **Third Sector**

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. Children in Wales also organised a number of events specifically for the third sector during the year. These included a conference looking at how to ensure better outcomes for children and families through the third sector in September 2011, and a series of consultation events about the Welsh Government's plans for the future of partnerships.



## Accidents and Injuries

Children in Wales distributed a bilingual aide memoire, *Keep in Mind*, to all Health Visitors in Wales to help 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. Children in Wales also developed free training resources for the prevention of home accidents in early years. These tools are aimed at parenting groups and are available as a free download from our website. Children in Wales facilitated the translation of accident prevention materials into the Welsh language, including leaflets on the dangers of blind cords and nappy sacks.

## Young Carers

Children in Wales facilitates a Young Carers' Network, and through this network have enabled young carers to highlight their concerns. In July 2011, members of the network met for a residential weekend, and developed a DVD through which the young carers were able to talk about their needs on a range of issues. A leaflet highlighting these points was also produced.

## Early Years Seminars

Children in Wales worked together with The University of Wales: Trinity Saint David to provide a series of twilight seminars on good practice in the early years. The seminars covered a range of areas including thinking skills, creativity, the concept of well-being, bilingualism in the foundation phase and outside play. In 2011 Children in Wales also hosted seminar on Sharing

Learning and Pedagogy from the Early Years 'nests' of Reggio Emilia.

## Parenting Booklets

During 2011, Children in Wales updated and reprinted its series of parenting booklets. The booklets include *Help at Hand* which looks at positive approaches to parenting, and *From Breakfast to Bedtime*, which looks at parenting issues for those with toddlers and *Over the Top Behaviour in the Under 10's*.

## Child Poverty

Children in Wales worked with our member organisations on the End Child Poverty Network Cymru to monitor the potential impacts of welfare reform being introduced at a UK level. In January 2012 the End Child Poverty Network published a briefing paper on the topic. The briefing highlighted some of the key areas of concern within the reforms as they relate to low income families and children. There are number of key recommendations for the Welsh Government to help mitigate these impacts.

## Health of Looked After Children

Children in Wales, together with members of the Looked After Children Health Exchange, released a practice guide aimed at service providers and practitioners in Wales. The guide, *Supporting and Promoting the Health Needs of Looked After Children in Wales*, seeks to provide readers with an overview of the policy context and outlines the professionals and services in place to support this vulnerable group of children and young people.





## 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. During 2011/12 we responded to the following consultations:

- Shared Purpose, Shared Delivery - March 2012
- Options to replace the Social Fund Community Care Grants and Crisis Loans for Living Expenses - March 2012, on behalf of ECPN
- Smoke-Free Premises etc (Wales)(Amendment) Regulations 2012 - March 2012
- Consultation on the Draft Breaks for Carers of Disabled Children (Wales) Regulations 2012 and a Best Practice Guidance for Local Authorities — March 2012
- Consultation on Children and Young People's Continuing Care Guidance - Draft guidance for the planning and provision of children's continuing care services — March 2012
- Consultation Document "Auxiliary Aids and Services for Disabled Children — February 2012
- Consultation on the Mental Health (Primary Care Referrals and Eligibility to Conduct Primary Mental Health Assessments) (Wales) Regulations 2012, January 2012
- Local Participation Strategy Draft Guidance, January 2012.
- Draft Children's Scheme, January 2012 - 2 responses on behalf of CIW and on behalf of All Wales Children and Young People's Advocacy Providers Group
- School Standards and Organisation (Wales) Bill White Paper, January 2012 - 2 responses on behalf of Children in Wales and on behalf of ECPN
- Changes to the Blue Badge Scheme in Wales, October 2011
- Specialist Disability Employment Programme, Department for Work and Pensions, October 2011
- Electoral Registration Transformation Programme, Cabinet Office, October 2011
- Communities First -The Future, September 2011
- The draft Special Educational Needs Tribunal for Wales Regulations 2011, August 2011
- Carers Strategies (Wales) Measure — Draft Regulations and Guidance, June 2011
- Family Justice Review Interim Report, June 2011
- Draft Tobacco Control Action Plan for Wales, May 2011
- A Strategic Vision for Maternity Services in Wales, April 2011
- Strengthening families, promoting parental responsibility: the future of child maintenance, April 2011
- Delivering Advocacy Services for Children and Young People 0-25 in Wales, April 2011



# Representation

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 2011/12 these included:

## Government

- Agored Development Group
- All Wales BME Health and Safeguarding Forum
- All Wales Posture and Mobility Partnership Board
- All Wales Stakeholders Meetings
- Carers Measure Stakeholder Group
- Child Poverty Task and Finish Group
- Direct Acces to the Midwife
- Early Years and Childcare Workforce Network
- Independent Living Project
- Looked after Children Education Stakeholder Group
- Maternity Services Implementation Group
- Maternity Services Liaison Committee
- MEIC Marketing Group
- NOMS (National Offenders Management Services) Children & Families Pathway Group
- Social Services Partnership Forum
- Social Services Strategic Leadership Board
- Statements or Something Better
- Strategic Steering Group relating to A New

## Improvement Framework Project

- Unaccompanied Asylum Seeking Children and Families Network
- Welsh Children's Safeguarding Forum
- Youth Justice Committee for Wales

## Statutory Sector and Health

- All Wales Child Protection Procedures Representation Group
- Child Measurement Programme Steering Group
- Children with Disabilities Network Managers Group
- Core Aim 7 CYPP sub Group
- Core Aim 7 CYPP sub Group
- European Child Safety Alliance (Country representatives)
- European Child Safety Alliance Steering Group
- Job Centre Plus Customer Representation Group
- NLIAH (National Leadership and Innovation Agency for Healthcare) Stakeholder Reference Group





### **Third Sector Groups**

- All Wales Family Group Meeting Network
- BookPanel Advisory Group
- Carers Alliance
- Child Poverty Solutions Steering Group
- Children and Young People's National Participation Consortium for Wales and its subgroups
- Children's Asylum Policy Group
- Council for disabled children
- Cross Party Group on Fuel Poverty
- Cywaith Management Board
- Early Childhood Forum
- Early Support Implementation Group
- End Child Poverty Management Board
- Equality and Human Rights Coalition
- Eurochild Family & Parenting Support Thematic Working Group
- Fuel Poverty Coalition Group
- Fuel Poverty Forums (Both North and South Wales)
- Funky Dragon Management Board
- Home Accident Prevention Wales Steering Group
- NEA Cymru Advisory Group
- North Wales Financial Capability Forum
- Participation Consortium
- Policy Steering Group

- Safeguarding in Sport
- Think Parent Conference Steering group
- Third Sector Partnership Council and meetings with Ministers
- UK Qualifications and Skills Community Learning and Development Consistency Panel
- UNCRC Monitoring Group
- Voices from Care Board
- Wales Tobacco Control Alliance
- Young People Speak Out Advisory Group

### **Academic**

- Building Blocks Independent Data Monitoring Committee (Family Nurse evaluation)
- DECIPHer (Development and Evaluation of Complex Intervention for Public Health Improvement) Public Involvement Steering Group
- Foundation Phase Evaluation Advisory Group
- Incredible Years Steering Group
- Learning Disabilities, Autism and Neuro Developmental Disorders Network Stakeholder Group



# Raising Public and Professional Awareness

## 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 2011/12 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 areas of concern to a variety of groups both locally and internationally.

## Events

Our conferences and events provide a forum to highlight issues concerning children and young people in Wales. During 2011/12 we hosted a range of conferences, seminars and workshops. These explored a range of issues from participation to supporting the third sector . We also organised a range of information days and seminars which

enabled professionals to come together and learn about specific issues. This included a series of seminars run in conjunction with the University of Wales: Trinity Saint David about good practice in the early years.

## 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.

## Help desk and signposting services

Children in Wales received over 200 enquiries during 2011/12, from both members of the public and professionals in the children's sector. These have covered a range of issues, including child protection issues, advocacy, young carers, school exclusion, working or volunteering with children, and requests for statistical information.





## Conferences and Other Events

During 2011-12 Children in Wales held the following events:

### Conferences

- In The field - Not Out To Graze: Ensuring Better Outcomes for Children and Families Through the Third Sector in Wales, 23 September 2011
- Improving and Expanding Practice in Participation National Good Practice Conference, Newtown, 20 October 2011
- Second National Child Poverty Conference with Save the Children, 3 November 2011
- Tackling Child Poverty through Supporting and Strengthening Families — A European Conference. Children in Wales supported Eurochild to organise their 8th Annual Conference in Cardiff, from 30 November — 2 December 2011
- Early Support: Next Steps, 15 March 2012
- Influencing the agenda: Keeping the focus on children and young people through the changes in social services, Round Table Conference, Monday, 26th March 2012

### Other Events

- Pre-Election Hustings for the Children's Sector, 1 April 2011
- In conjunction with the University of Wales: Trinity Saint David a series of Twilight seminars relating to good practice in the Early Years
- Thinking Skills in the Early Years 4 May, 10 May 2011
- The Creative Child, 18 May, 24 May 2011

- The Concept of Wellbeing, 8 June, 14 June 2011
- Practical Workshop on Bilingualism in the Foundation Phase, 22 June, 28 June 2011
- Forests, Fields and Concrete, 6 July, 12 July 2011
- Sharing Learning and Pedagogy from the Early Years 'nests' of Reggio Emilia, 20 July 2011
- Children in Wales' Annual Forum at the National Eisteddfod, Delivering Services to Children, Young people and their Families — Post Election, 3 August 2011,
- The Art and Craft of Supervision: Refreshing practice and knowing how good we are at what we do, Seminar, Llandrindod Wells, 30 September 2011 and Wrexham, 11 November 2011
- Learning from the early implementation of the Families First Pioneers, Free Webinar, 14 November 2011
- Early Support DVD Launch, Senedd Cardiff Bay, 26 November 2011
- Pastures New Consultation Events on LSB's Single Plans, 19 January 2012 Mold, 20 January 2012 Carmarthen, 20 February 2012 Llanelli and 22 February 2012 Rogerstone
- Resources, Tools and Ideas for Child Safety Week- Helping You Plan & Evaluate Your Events, CHAPPIE Network event 23 February & 9 March
- Families affected by substance misuse, A Fforwm Magi Plant and Fatherhood Wales Information Day, 13 March 2012



# 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.

## Children in Wales Open Training

During the year 2011/2012 Children in Wales ran a very successful programme of open training. Our training brochure 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, working with disabled children, parental mental health and the impact on children, supervision and soft outcomes.

## Commissioned Training

Children in Wales is regularly provides in house training for a wide variety of organisations, ranging from small charities and private businesses to local authority training departments. Much of this commissioned training is for child protection although we have also had interest in

commissioning other training courses advertised through the open programme.

## 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. 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. We have carried out 99 Child Protection training sessions for the Dental School at practices throughout Wales between April 2011 and March 2012.

## 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.



*"We received excellent bespoke training that was very well tailored to the needs of our helpline. This has help myself and staff to understand more clearly the boundaries for breaking confidentiality."* Recipient of Child protection training



## Training during 2011/12 included:

10th May 2011	Introduction to Soft Outcomes and Distance Travelled - Merthyr
10th May 2011	Understanding Teenage Years-Neath
20th May 2011	Introduction to Soft Outcomes and Distance Travelled — Rhyl
8th June 2011	Introduction to Soft Outcomes and Distance Travelled — Llanelli
21st June 2011	Therapeutic Play for Children in Need — Cardiff
29th June 2011	Rationale and Solutions: Delivering services in Welsh for Children and Young People - Pontypridd
7th July 2011	Getting to Grips with Child and Family Policy in Wales - Cardiff
7th July 2011	Attachment and its Role in Children's Lives — Rhyl
18th October 2011	Working Positively with Autistic Children the in Early Years
1st November 2011	Working positively with Autistic Children the in Early Years
8th November 2011	Domestic abuse and Child Protection - A Multi-agency approach
10th November 2011	Getting to Grips with Child and Family Policy in Wales
15th November 2011	Introduction to Child and Adolescent Mental Health
7th December 2011	Safeguarding Children — Information Sharing and Consent
13th December 2011	An Introduction to Children's Rights and Participation
12th January 2012	Introduction to Soft Outcomes and Distance Travelled
21st January 2012	Parental Mental Health and its Impact on Children
2nd February 2012	Against the Odds — Building Resilience in Young People
7th February 2012	Against the Odds — Building Resilience in Young People
9th February 2012	Safeguarding Children — Working With Evasive and Dangerous Parents
21st February 2012	Parental Mental Health and its Impact on Children
6th March 2012	Introduction to Soft Outcomes and Distance Travelled
8th March 2012	Attachment and its Role in Children's Lives
29th March 2012	Introduction to Child and Adolescent Mental Health
13th & 14th March 2012	Supervision: A Model For Practice
20th March 2012	Attachment and its Role in Children's Lives
22nd March 2012	No Excuses: Ensuring the Welfare and well-being of disabled Children and Young People.



## Early Support

Children in Wales leads the partnership to implement the Early Support Programme in Wales. Early Support is the Welsh 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.

The third year of the Early Support programme has focused on embedding Early Support in local authority areas, and promoting Early Support training for practitioners and trainers. 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.

Early Support Consultants have continued to work with local authority, health and voluntary sector partners to help embed Early Support for families, making good progress in many areas.

In year three we began to see the results of the work developed under the additional funding bids, including a DVD reflecting parents views, information and booklets for parents and practitioners and activity cards to support the Developmental journal. All the work will be developed into a compendium of good practice.

In March Early Support held a conference in the Hilton Hotel in Cardiff, to highlight and celebrate the work that had been delivered. Children in Wales was also able to announce at the conference that the Welsh Government had agreed to fund a fourth year of Early Support.

**Cefnogi Cynnar**  
**Early Support**



## Including Families Project

Children in Wales received funding from People and Places Big Lottery Fund in 2011/12 to set up a new project working with asylum seeking, refugee and migrant families and communities to safeguard children, advocate positive parenting practices and promote integration and social cohesion. The project, the **Including Families Project** built on previous work carried out by Children in Wales and the Welsh Refugee Council, to improve child protection practices within the Welsh Refugee Council and Refugee Community Organisations. It is taking forward the learning from this partnership, which identified a need to work more closely with asylum, refugee and migrant families and community groups.

The Project aims to increase levels of understanding, within families and communities, of their crucial role in children's safety, wellbeing, education, health and development. This includes making them aware of child protection law and practice in Wales, relevant to people who have arrived from different countries and cultures. The Welsh Refugee Council, Displaced Persons in Action and Young People Speak Out are key partners in this project and offer advice and guidance to the project through an advisory group.

As well as working with community groups, the project offers awareness raising sessions for professionals and practitioners working in education, social care and health, on the specific challenges in safeguarding children in asylum, refugee and migrant communities. These sessions cover specific forms of child abuse that might occur in families and communities and awareness of different cultural practices that may cause concerns for practitioners.

The project will result in a website and a range of multi-lingual resources, giving information for families, communities, individuals, organisations and professionals who engage with asylum, refugee and migrant families, about issues and concerns affecting these families and their children. Work on the development of this on-line resource and electronic bank of information commenced in 2012.

During 2011/12, workshops have been conducted in Cardiff, Swansea and Wrexham for asylum seekers, refugees and practitioners, for over 60 people, as well as safeguarding training for Welsh Refugee Council case workers and the Sudanese School in Cardiff.



Comments from Workshop participants:

*"I was very interested in the positive parenting about being positive and praising my child for good behaviour instead of being negative about bad behaviour."*

*"I have learned a lot today about being a good parent."*

*"It is very different to my country — we have no child protection there. It is good to know children are protected and how to keep them safe."*





## MEIC

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.



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 2011/12 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.

## ESF Reach the Heights Training

This training is delivered free for practitioners working in the ESF convergence areas. 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.

### ESF Training delivered by Children in Wales in 2011/12 has included:

- 21st Century Digital/Web/Life Skills - A programme for professionals supporting youth NEET
- Life Coaching
- Managing Challenging Behaviour
- Motivating & Engaging Youth NEET
- Whose voice is this? Assuring the participation of Disabled Young People



*"Training from Children in Wales has had a huge impact on my working practice with adolescents in foster care. I feel I am now better equipped & more knowledgeable about daily issues that affect their lives & the options available to them. Networking with others who also share the same views & principles in practice is always a welcome bonus! A big thank you Children in Wales"*

Participant on ESF Training Course



## 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

Work during 2011/12 has included:

- Participation in a European Hearing on Inclusive Education in Brussels. Three members of the group joined 90 young people from 27 EU countries to discuss the benefits of inclusive education. Working in collaboration with the Participation Unit to develop an accessible version of the *Children & Young People's*

*Participation Standards for Wales.* Members from youth groups and special schools were involved at each stage of the development and design of the poster. As a result of feedback from special schools, a symbol-supported version of the poster was produced.

- Young people on the Together 4 Rights group participated in consultations on issues that matter to them and took part in events organised by Children in Wales and external organisations.
- Two members of Together 4 Rights took part in media interviews with a Western Mail journalist as part of a feature to highlight the 10th anniversary of the Children's Commissioner. They spoke about their experiences of growing up in Wales.
- Some members of the group helped with the development of Children in Wales training materials. They were asked their opinions on children's rights and why it is important adults know about them. Their comments are now being used in Children in Wales training.



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

*"I think I have achieved a lot and enjoyed speaking out at the conference in Cardiff. I think it's important to have our say on children's rights and tell the Welsh Government what we think."*

*"I had a really good day and enjoyed the experience. It helped my self confidence."*

*"I feel happy, sometimes a new place, new people makes me quiet and takes a while but now I feel great."*

## ESF - Reach the Heights



Quotes from the PWNW Expanding and Improving Practice Conference:-

*"Excellent and refreshing!! A lot of good ideas and positive ideas. Excellent young speakers"*

*"Thanks very much — the conference was pitched at just the right level, with plenty of food for thought & useful tools to use in my practice."*



## 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 PWNW 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.

In October 2011 the PWNW ran a national event entitled Improving and Expanding Participation: National Good Practice Sharing Conference. The event was attended by practitioners from across Wales and featured keynote speakers. The afternoon consisted of 12 workshops showcasing different participatory approaches and methods. Many of the workshops were led by young people who gave practitioners the opportunity to try new techniques.

The PWNW has continued its direct work with young carers, and ran a national residential building on previous regional work into their support needs. Young carers filmed their own DVD and developed text for leaflets about their support needs. The DVD and leaflets are now available and being used in groups including Welsh government, schools, social services and the health services.

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



# Governance

## The 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 2011/12 were :

Dr Mike Shooter CBE (Chair)

Diane Daniel (Vice-Chair)

Stuart Chapman (Treasurer)

Roger Bishop, Tros Gynnal

Rebekah Burns, Cardiff Women's Aid

Dr Iolo Doull, Royal College of Paediatrics & Child Health in Wales

Mike Greenaway, Play Wales

Philip Hodgson MBE

Deborah Jones, Voices from Care (Cymru) (until 6/10/11)

Yvonne Rodgers, Barnardo's Cymru

Greta Thomas (until 6/10/11)

Emily Warren

John Valentine Williams OBE

## The 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 2011/12 were:

### Pre-Appointed Members

ADEW (represented by Pierre Bernhard-Grout, WLGA)

Funky Dragon (represented by Darren Bird)

Public Health Wales (represented by Rachel Shaw)

Royal College of Paediatrics & Child Health in

Wales (represented by Dr Nia John)

WLGA

NHS Confederation (represented by Win Griffiths)

ACPO

ADSS (represented by Leighton Rees)

### Elected Members

Pippa Boss, Shared Care Cymru (until 6/10/11)

Felicity Fletcher, Relate Cymru (until 6/10/11)

Wendy Hawkins, Clybiau Plant Cymru Kids' Clubs

Jan Leightley, Action for Children Gweithredu dros Blant (until 6/10/11)

Jayne Saunders, Ty Hafan Children's Hospice in Wales (until 6/10/11)

Dr Elspeth Webb, University Hospital of Wales  
Christine Walby

Cherrie Taylor, Swansea & Brecon Diocesan Board for Social Responsibility (from 6/10/11)

Deborah Jones, Voices from Care Cymru (from 6/10/11)

Keith Ingham, Relate Cymru (from 6/10/11)

Desmond Mannion, NSPCC Cymru (from 6/10/11)

Barbara Street, Action for Children Gwithredu Dros Blant (from 6/10/11)

Professor Alison Kemp, Department of Child Health, Cardiff University (from 6/10/11)

Dr Susan Evans, Powys Teaching Health Board (from 6/10/11)

Dr David Williams, Aneurin Bevan Health Board (from 6/10/11)

John Gallanders, Association of Voluntary Organisations in Wrexham (from 1/2/12)

### Observers

CAFCASS Cymru

Welsh Government

Children's Commissioner for Wales

Big Lottery



# Membership

During 2011/12 Children in Wales had a total of 274 members, 200 of which were organisational members and 52 were individuals. An additional 22 individuals, who work for organisations already in membership, also signed up as supplementary members.

## Organisations

ABCD	British Association for Adoption and Fostering (BAAF) Cymru
Action for Children	British Association of Social Workers
AFASIC Cymru	Bryn Melyn Care Ltd
Allied Healthcare	BulliesOut
Amgueddfa Cymru - National Museum Wales	Buttle UK
Aneurin Bevan Health Board	Bwrdd yr Iaith Gymraeg
Arad Consulting	Caerphilly County Borough Council
Aran Hall School	Caerphilly Parent Network
ASH Wales (Action on Smoking & Health in Wales)	CAFCASS Cymru
Atal y Fro	Caia Park Early Years Forum
Bangor University	Canolfan Plant Jig-So Children's Centre
Bangor University Tir Na Nog Daycare Centre	Canolfan Plant y Frenni
Barnardo's Cymru	CAPIC (Collaboration for Accident Prevention Injury Control)
BAWSO Ltd	Cardiff & The Vale Parents Federation
BBC Children in Need	Cardiff & Vale University Health Board
Betsi Cadwaladr University Health Board	Cardiff Council
Bettws Lifehouse	Cardiff Institute of Society Health & Ethics
Bobath Children's Therapy Centre	Cardiff Third Sector Council (C3SC)
Booktrust	Cardiff University
Bridgend Association of Voluntary Organisations (BAVO)	Cardiff Women's Aid
Bridgend County Borough Council	Cardiff Youth Offending Service
	Care Co-ordination Network Cymru
	Care for the Family
	Carmarthenshire County Council

Carmarthenshire Youth and Children's Association (CYCA)  
 Cartref Bontnewydd  
 CCPAS  
 Ceredigion County Council  
 Changing Faces  
 Children's Early Intervention Trust  
 Citizens Advice Cymru  
 City & County of Swansea  
 Clybiau Plant Cymru Kids' Clubs  
 Coleg Bridgend College  
 Coleg Deeside College

Contact a Family Wales  
 ContinYou Cymru  
 Conwy County Borough Council  
 Conwy Sure Start  
 Council for Wales of Voluntary Youth Services (CWVYS)  
 Croesyceiliog Comprehensive School  
 Cruse Bereavement Care Cymru  
 Cwm Golau Integrated Children's Centre  
 Cylch Meithrin Ynysybwl  
 Cymdeithas Tai Clwyd  
 Cyngor Gwynedd Council







Dangerpoint  
 Ddraig Ffyn-ci/Funky Dragon  
 Denbighshire County Council  
 DEWIS Ltd  
 Discovery Student Volunteering Swansea  
 Dyfodol Powys Futures  
 Dynamix Ltd  
 Dyscovery Centre  
 Education & School Improvement Service (ESIS)  
 Eglwys Bresbyteraidd Cymru  
 Families Need Fathers Cymru  
 Family Fund  
 Firebrake Wales  
 First Campus  
 Flintshire County Council  
 Forest Children's Centre  
 Fostering Network Wales  
 FPA

G4S Care & Justice Services  
 GISDA  
 Gower College Swansea  
 Greenfield Special School  
 GroBrain  
 Gwent Association of Voluntary Organisations (GAVO)  
 Hafal  
 Hafan Cymru  
 Heart of the Valleys Integrated Children's Centre  
 Home Start  
 Hywel Dda Health Board  
 Iaith Cyf  
 Independent Children's Homes Association  
 Isle of Anglesey County Council  
 Learning Disability Wales  
 Llamau Ltd  
 Llanelli Women's Aid

Llwynhendy Children's Centre  
 Maes-y-Coed Primary School  
 Mantell Gwynedd  
 MENCAP Cymru  
 Merthyr Tydfil County Borough Council  
 Monmouthshire County Council  
 Mudiad Meithrin  
 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  
 Neath Port Talbot CVS  
 Neath Port Talbot Flying Start  
 Neath Women's Aid  
 Newport City Council  
 NSPCC  
 Partneriaeth Cymunedau'n Gyntaf De Pwllheli  
 Pathway Care  
 Pembrokeshire County Council  
 Penpych Community Primary School  
 Penygarn Community Primary School  
 People and Work Unit

Plant Dewi  
 Play Wales  
 Powys Carers Service  
 Powys County Council  
 Prince's Trust  
 ProMo-Cymru  
 Prospects for Young People  
 Public Health Wales  
 RAY Ceredigion  
 Relate Cymru  
 Rhondda Cynon Taff County Borough Council  
 Right From The Start (Caerphilly)  
 RNIB Cymru  
 Royal College of Paediatrics & Child Health  
 Safer Wales Ltd  
 Save the Children  
 Scope Cymru  
 SENSE Cymru  
 Short Break Network Cymru  
 SNAP Cymru  
 Solas Cymru  
 Sova Cymru/Wales  
 Spark Blaenymaes Ltd  
 St Andrew's Infant School  
 St David's Children Society  
 St John Cymru Wales  
 Swansea & Brecon Diocesan Board for Social Responsibility  
 Swansea University  
 TACT Cymru  
 Talk Training Ltd

The Beth Johnson Foundation  
 The Euphelia Clinic  
 The Place2Be  
 The Venture  
 Time Banking Wales  
 TJB Cymru Cyf  
 Toadhall Montessori Nursery and Creche  
 Torfaen Children and Young People's Partnership  
 Torfaen County Borough Council  
 Torfaen Voluntary Alliance  
 Touch Trust Ltd  
 Trinity Fields School & Resource Centre  
 Tros Gynnal Plant  
 Ty Hafan Children's Hospice  
 Ty Hapus Family Centre  
 UCAC (Undeb Cenedlaethol Athrawon Cymru)  
 UNICEF UK  
 University of Wales: Trinity Saint David  
 UWIC  
 Vale of Glamorgan Council  
 Velindre NHS Trust  
 Voices from Care (Cymru)  
 Voluntary Action Merthyr Tydfil  
 Wales Pre-School Providers Association  
 Welsh Local Government Association  
 Welsh Refugee Council  
 Welsh Women's Aid  
 Wrexham County Borough Council  
 Wrexham Women's Aid

Y Bont  
 YMCA Wales  
 Ynyscynon Early Years Centre  
 Young1s Childminding  
 Ysgol Syr Thomas Jones  
 Ystrad Mynach College

### **Individual Members**

Ann Bell  
 Jan Berry  
 Sheila Booth  
 Sioned Bowen  
 Tim Brown  
 Hannah Bussicott  
 Judith Callis  
 Monica Carroll  
 Stuart Chapman  
 Elly Chesterman  
 Lesley Conran  
 Elvet Crowe  
 Anne Crowley  
 Diane Daniel  
 Lindy Duncalf  
 Mark Durbin  
 Diane Earl  
 Marina Edmunds  
 Felicity Fletcher  
 Pauline Galluccio  
 Veronica Grant  
 Jane Lloyd Griffiths  
 Abigail Hendra



Philip Hodgson  
 Dafydd Ifans  
 Clare Lucignoli  
 Margaret Hanney MBE  
 Sarah Herbert-Jones  
 Lucy Hodson  
 Laura Horton  
 Kerry Kane  
 Pauline Lawrence  
 Kerry Marlow  
 Mary Anne Marsden  
 Claire Nancarrow  
 Jan Owen  
 Lesley Parratt  
 Dr Ruth Parry  
 Martin Price  
 Angela Rees  
 Sara Reid  
 Merfyn Roberts  
 Ann Sherlock  
 Dr Mike Shooter

Prof Jo Sibert  
 Pat Smail  
 Prof June Statham  
 John Llewellyn Thomas  
 Prof Nigel Thomas  
 Sue Thomas  
 Cllr Christine Walby OBE  
 Amy Weir  
 Ann Williams  
 John Valentine Williams OBE  
 Liz Withers



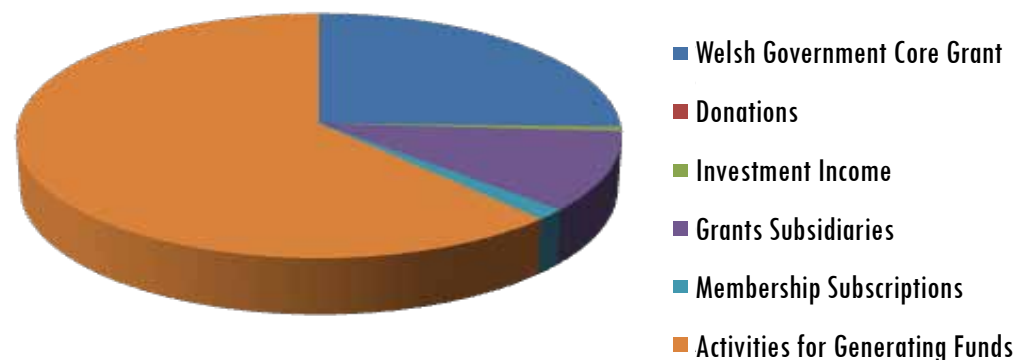
# Financial Summary

INCOMING RESOURCES	
Welsh Government Core Grant	£564,172
Donations	£291
Investment Income	£13,635
Grants Subsidiaries	£235,151
Membership Subscriptions	£31,927
Activities for Generating Funds	£1,376,020
<b>Total Incoming Resources</b>	<b>£2,221,196</b>

RESOURCES EXPENDED	
<i>Cost of generating funds</i>	
Membership & Support Services	£136,739
Direct charitable expenditure	£1,995,111
Governance Costs	£14,500
Pension Finance	£13,000
<b>Total Resources Expended</b>	<b>£2,159,350</b>
<b>Net Income for the Year</b>	<b>£61,846</b>

ANALYSIS OF CHARITABLE EXPENDITURE BY OBJECTIVE	
Developing & supporting strong networks	£224,024
Representation & Consultation	£270,597
Producing, promotion & disseminating information	£397,509
Developing policy, practice and research	£926,749
Raise public and professional awareness	£189,232
Membership Support Services	£136,739
Governance	£14,500

Incoming Resources



Analysis of Charitable Expenditure by Objective

