



PLANT YNG NGHYMRU
CHILDREN IN WALES

Annual Report and Accounts 2021-2022



21 Windsor Place | Cardiff | CF10 3BY
029 2034 2434 | info@childreninwales.org.uk

Registered Charity Number 1020313 | Registered Company Number 2805996

Introduction

Putting children at
the heart of our work



We are pleased to present our annual report together with the financial statements of the charity for the year ending 31 March 2022. This annual report sets out more detail of the work we have undertaken during the past year.

We'd like to thank all members and those we have worked with for your input and support.

Governance

Children in Wales is both a Registered Charity and a Company Limited by Guarantee governed by its Articles of Association dated 9 October 2012.

Children in Wales promotes, advocates and supports full implementation of the United Nations Convention on the Rights of the Child. It covers a wide range of issues including promoting effective early intervention services and improving the lives of vulnerable and disadvantaged children, young people and families in Wales and those who are discriminated against. It also promotes positive parenting, family support and good quality childcare. A particularly important part of the work involves an enhanced model of children and young people's participation across Wales so that their views are heard by government and policy makers. This programme of work is known as Cymru Ifanc/Young Wales and also involves training for both children and young people and the workforce.

Children in Wales is a membership organisation. Full membership is open to organisations and individuals from third, statutory and independent sectors who support the strategic aims of the charity.

The organisation is governed by a Trustee Board, comprising up to 12 trustees, which meets quarterly. A Finance & Human Resources Committee meets quarterly in advance of the Trustee Board.

A Policy Council meets three times per year to consider and make recommendations about children and young people's policy issues to the Trustee Board, but has no governance function. The Policy Council comprises up to ten pre-appointed members from key bodies, with a further 21 elected

places from the membership, plus the 12 Trustees who are automatically members of the Policy Council.

Trustee Board 2021-22

Dr David Williams, Aneurin Bevan Teaching Health Board (Chair)

Suman Bhogal (Treasurer)

Bethan Webber, Home Start Cymru

Cherrie Bija, Faith in Families

Deborah Jones, Voices from Care Cymru

Diane Daniel (stood down October 2021)

Dr Nia John, Royal College of Paediatrics & Child Health in Wales

Emeritus Professor Patrick Thomas

Fateha Ahmed, EYST (from October 2021)

Helen Mary Jones (from October 2021)

Jackie Murphy, TGP Cymru

Jane Newby (stood down October 2021)

Jenny Williams, Conwy County Borough Council

Professor David Egan, Cardiff Metropolitan University (stood down October 2021)

Sarah Crawley, Barnardo's Cymru

Membership

At the end of 2021/22 Children in Wales had 255 members, of which 213 were organisations and 42 were individuals, including students and young people. The slight decrease in membership this year was primarily due to many organisations needing to carefully manage their budgets post-Covid and, unfortunately, memberships to other organisations were affected.

The 2021 Children in Wales Membership Survey was conducted in June/July as an assessment of the current and future needs of our members. Respondents noted that the main reasons for joining include, (1) The quality of training courses provided; (2) The opportunity to be part of a collective; and (3) Regular communication and relevant information. Suggestions on how we could improve our service included, (1) Have a greater variety of timing formats for our events programme, ie, hour long webinars; (2) Promote and increase the visibility of our membership benefits; and (3) Improve our social media presence.

Objectives and Activities 2021-22

Continuing to follow Public Health Wales and Welsh Government guidance, our staff worked from home during most of 2021. Our office re-opened for those staff who wished to meet colleagues and use the facilities there from January 2022, whilst we ensured that social distancing measures were in place following Government advice. All of our training courses and other events continued to be held online.

Substantial cost reductions were made due to the move to a smaller office with subsequent lower rentals and service charges. By reviewing service provision such as the telephone system, mobile phones, and printing and copying further cost reductions were achieved. With the move to online meetings and events, savings were made against venue and travel costs for staff.

Continuing to develop and modernise our communications, a Digital Content Producer was employed to increase moving image content on our website and social media. We were successful in being granted funding for three additional employees through the Government's Kickstart Scheme. We also received a grant to set up a young volunteer scheme with the help of a Volunteer Co-ordinator, and it is hoped that this will help to develop volunteering within the organisation.



Achievements and Performance

Using the framework of the UNCRC, in particular in increasing children and young people's participation, combating child poverty and supporting families, the main objectives for the year were as follows:

Objective 1: To inform and enable children and young people to participate effectively and have their views heard by Ministers and policy makers through 'Young Wales' - 'Cymru Ifanc'

Cymru Ifanc/Young Wales is the national participation hub, working with schools, youth forums, local authorities, national organisations and individuals to ensure that children and young peoples' voices are heard.

- Continuing the exploration of how Covid-19, and the subsequent lockdown has affected them, children and young people took part in surveys looking at issues such as vaccination,

restrictions in schools, mask wearing, self isolation rules and lateral flow testing.

- The views of children and young people of all ages and from across Wales continued to be sought throughout the year, and formed the basis for 25 consultation responses to Welsh Government.
- Through Cymru Ifanc / Young Wales, children and young people were provided with the opportunity to meet with Ministers, lead officials and policy makers at Welsh Government. This year at their annual conference event children were enabled to discuss matters with a range of Ministers, including the First Minister and the Deputy Minister. Further opportunities were provided for groups of children to discuss the Children and Young People Plan with the First Minister and Deputy Minister. A video message, displayed on the website, ensured priority issues from young people were shared.
- A group of young people from Young Wales took part in the recruitment process for the new Children's Commissioner for Wales.
- Throughout the year, work continued to develop the Cymru Ifanc – Young Wales brand, in particular with greater use of social media. Monthly e-bulletins were distributed and posts were regularly shared on the Young Wales Cymru Ifanc Twitter and Instagram feeds.
- During the year, the Young Wales Project Board met regularly online to advise on and develop the work of Young Wales Cymru Ifanc. The membership of the Boards was refreshed this year with 51 new young members, and three special interest groups were formed. All were able to meet together at a residential session for training and induction.
- Inspection work for the National Participation Kitemark scheme slowly began to re-start this year after the pandemic, and three organisations were awarded Kitemark accreditation. A training and induction residential was held with new National Young Inspectors.
- Young people were voted in as Wales members of the UK Youth Parliament's annual programme of activities led by British Youth Council. The annual online Make your Mark Ballot received 9600 votes, with young people choosing priority themes to take forward during the year.
- Events for young people: A national conference held online, with a number of breakout workshop sessions and discussions with Ministers. A Climate Change webinar was hosted where young people were able to discuss issues with the Future Generations Commissioner.

Objective 2: To enhance the connections, engagement and knowledge of the cross sector children, young people and family support workforce in respect of:

- **children's rights/UNCRC /Celebration of 30 years of the UNCRC**
- **methods of Children and Young People's participation**
- **policy and practice in delivering national priorities**

Online webinars and training sessions 2021-2022

A series of online webinars and training sessions was held during the year for the children and families workforce and other stakeholders. This enabled participants from more remote regions to attend events they would have not otherwise been able to. These events included:

- A Children & Climate Change event was held for CIW members. Speakers' included Sophie Howe, Future Generations Commissioner for Wales, Phoebe Hanson, Force of Nature and two young people from Local Authorities in South East Wales.

- A set of three Poverty related webinars were delivered, each attracting over 100 delegates to each with resources widely distributed afterwards.
- 4 training sessions on 'Children's & Young People's Participation'
- 4 training sessions on 'Children's Rights and the Early Years', in the context of current legislation, policies, programmes and strategies.

Briefing services

Children in Wales produces a number of briefings and newsletters for members and networks. The e-briefing is circulated bi-weekly and keeps our members up-to-date with the latest policy developments and news. The Young Wales newsletter is sent out monthly with the latest news and information for young people and participation workers. We also send out a monthly e-briefing for the End Child Poverty Network.

Social media

Children in Wales uses Twitter to promote its activities and resources, as well as new policy and documents using our accounts, @ChildreninWales and @plantynghymru.

Young Wales also has a separate Twitter account, @YoungWalesCIW and information is also promoted through Instagram @YoungWalesCIW.

Information Support

Children in Wales staff continued to provide information and signposting for professionals/members of the charity; responding to queries by phone, email; through network meetings and through our training service. A wide range of issues were covered including navigating resources, accessing information pertaining to local/national services, advice around safeguarding procedures and much more.

Children in Wales and 'Young Wales' websites

Launched in March 2021, the new website has allowed the integration of both the Children in Wales and Young Wales pages and has continued to be developed over the 2021/22 as more interactivity is added. The website is a key resource and gateway to Children in Wales' policy and other information, as well as news from the sector.

Part of the website features an integrated learning management system (LMS) showcasing the organisation's training programme and webinar series enabling automated booking and payment systems.

Presentations, workshops, contributions and information provided at conferences and events

This year, Children in Wales' staff have participated in a range of activities facilitated by external bodies, such as research, dialogue and online events, which contribute to our key representative function as an umbrella organisation and our national role in policy and strategic development.

Public information

During the year, Children in Wales continued work to raise public and professional awareness of both the problems affecting children, young people and families in Wales and ways that their lives can be improved. One of the ways in which we carried out this work was through our quarterly magazine, which is published and available online, in the Members' section of our

website, for all members to download. Each magazine is themed and combines information about policy development, research and contributions from member organisations.

The themes for 2021/22 were as follows:

Spring - Manifestos for the Senedd Elections

Summer - Post-Covid recovery and how organisations have had to respond

Autumn - General theme, but many articles related to child poverty in Wales

Winter - Climate Change and what we can all do to help

Campaigns and Advocacy

Children in Wales leads or works with others on a range of campaigns, actively promoting these to the sector and members through e-briefings, quarterly magazine, engagement with the media, the organisation of events (for both members and the public) and representation at external meetings. Activities during the year included:

- Development of Early Years resources to promote consultation and participation – Children in Wales worked to research and identify methods for the engagement of young children, and created a set of resources to be used by practitioners.
- Parents Participation – Children in Wales undertook a national scoping exercise with a view for the development of a platform to hear parents' voices. Work included meetings with stakeholders, a survey with over 200 parents participating, focus group sessions and a final report.
- Children's Rights - Work continued to drive forward recommendations from the 'State of Children's Rights in Wales', a report completed for the UN Committee last year support to the next steps from the WG commissioned Strengthening Equality and Human Rights Report; and help shape the suite of Welsh Government publications as part of the revised Children's Rights Scheme.
- Conducted two surveys amongst frontline practitioners and young people to inform our annual report on Child and Family Poverty in Wales report, which we presented through separate events to the Minister for Social Justice; Welsh Government officials and our members
- Published a submission to the United Nations on the main issues and concerns in Wales in relation to children in care and care leavers.
- This year saw the successful outcome from a long campaign as the Welsh Government's Children (Abolition of Defence of Reasonable Punishment) (Wales) Act 2020 came into force in March 2022. We continue to work with our members and Welsh Government during the implementation phase of the Children (Abolition of Defence of Reasonable Punishment) Act through the development of a children and young people strategy
- Continuing to raise concerns through our networks regarding the implementation of the Additional Learning Needs Act
- Children in Wales with members of the All Wales Advocacy Providers Group continues to campaign for quality and sufficiency in advocacy through the implementation of the National Approach to Statutory Advocacy
- Children in Wales continues to engage with Brexit/Post EU membership developments and influence decisions where possible, building on the recommendations from our publications on children's rights and Brexit.

- Continue to campaign for further implementation of the UNCRC in Wales and the UN Concluding Observations through our training, policy and advocacy work

The Media and interviews/articles

Children in Wales has responded to a number of media enquiries relating to issues affecting children, young people and families - with the CEO delivering televised interviews in English and Welsh, and Children in Wales' work being referenced in numerous outlets.

Objective 3: To effectively influence and contribute to policy and practice development, aligned with Welsh Government National Strategy and priorities from the cross sector children and families workforce, member organisations as well as from Young Wales

Consultation Responses

24 consultation responses or inputs into responses from a variety of perspectives were produced and submitted. Our members and partners have been engaged through our professional networks and electronically throughout the period to inform our responses to Welsh Government public consultations, selected UK Government – Parliamentary Committee consultations and inquiries (written evidence) held by the Senedd Cymru Welsh Parliament Committees.

For example, evidence was prepared and submitted in response to the UK Government reform of the Human Rights Act; to the Senedd Equality and Social Justice Committee's inquiry into Childcare and Parental Employment: the Pandemic and Beyond; to the Senedd Children, Young People and Education Committee's call for priorities for this term, and a response to the Senedd Health Committee on health inequalities. Responses to Welsh Government consultations included the Race Equality Action Plan, Children's Rights Scheme, Period dignity strategy, VAWDASV Strategy, RSE Code of Guidance and LGBTQ+ action plan.

Provide information and liaison for the TSPC and associated Ministerial meetings

Children in Wales continued to be the representative body for the Children and Families sector on the Third Sector Partnership Council, participating in meetings across the year, representing the views of the sector on a variety of issues. These issues were largely connected to the impact of the COVID-19 pandemic upon children and young people and the third sector professionals/organisations who work with them, as well as the emerging cost of living crisis.

Policy Council

The Policy Council allows a broad selection of children and families organisations to network at a policy-maker level to consider pertinent issues with colleagues and to develop collaborative activity. It also enables Children in Wales' trustees and policy staff to hear the views of leaders of key organisations in order for the strategic direction of Children in Wales's work to be informed by them so that key priorities can be established. There were three meetings during the year with invited speakers including Welsh Government officials and the Children's Commissioner. The meetings this year focused on issues around the new Programme for Government, educational inequalities and poverty.

Forums, Networks and Groups

A wide range of professional development Forums, Networks and Groups were facilitated by Children in Wales regularly, mostly online enabling attendance from participants throughout Wales. Most groups meet at least quarterly and many are supplemented by some form of engagement such as electronic, development of position papers, consultation responses or evidence for Welsh Government meetings or the NAFW between meetings. These include:

- Children in Wales Policy Council
- Children & Young People's NGO Policy Officers Group (Cymru)
- Directors of the National Children's Voluntary Organisations in Wales Group
- Wales UNCRC Monitoring Group
- All Wales Children & Young People's Advocacy Providers Group
- All Wales Parenting & Family Support Strategic Leads Group
- End Child Poverty Network Cymru
- Young Carers Workers Network
- Third Sector Additional Learning Needs Alliance
- Participation Workers National Network
- Early Years Action Group
- Children's Rights in Early Years Network
- Children's Research Network
- Senedd Cross Party Group for Children in Wales

Contributing to the development and implementation of WG policies through representation role in Welsh Government and other Groups

As the umbrella body in Wales for the children, young people and families sector, Children in Wales highlights the concerns and promising practice of its multi-agency, cross sector members and partners and children and young people (through Young Wales priorities) to facilitate the development of an integrated children, young people's and families agenda in Wales through representation on a number of groups. This allows us to feed into policy development and practice. During 2021-22, we were involved in the following groups:

Representation on Welsh Government Groups

- Ministerial Advisory Group on Outcomes for Children
- 3 x working groups on carers under the MAG carers
- CAF/CASS Advisory Board
- Childcare Offer for Wales Stakeholder Group
- Children Death Review steering group
- Children & Young People Cross Government External Advisory Group
- Children's Rights Advisory Group
- Corporate Parenting Task Group
- ECEC Quality Framework task and finish group
- EU Settlement Scheme Strategic Group meeting
- Expert Stakeholder Group - Children Wales Act
- Fuel Poverty Advisory Group
- Future Generations Stakeholder Forum
- Income maximisation and benefit take up group

- Joint Ministerial Task & Finish Group on a Whole System Approach to Emotional Well-being and Mental Health
- Loneliness and Isolation Advisory Group
- Ministerial Advisory Group on Carers
- Ministerial Advisory Group on Play
- Ministerial Play Review
- Ministerial Social Care Partnership Board
- National Forum for CYP Advocacy
- National Primary Care Board
- NM Curriculum Group
- Operations, Guidance and Training Task and Finish Group - Children Wales Act
- Our Future Wales meeting
- Parental Information and communication workstream
- Parenting Expert Advisory Group
- Passporting Benefits task and Finish Group
- RPB Citizens and Third Sector task and finish group
- Strategic Implementation Group for the Children (Abolition of Defence of Reasonable Punishment) (Wales) Act
- Strengthening Equality and Advancing Human Rights Steering Group
- Task and Finish Group on CYP Advocacy
- Together for Children and Young People (T4CYP) Programme Board & sub groups
- Votes at 16/17 working group
- Vulnerable Children External Advisory Group

Non Welsh Government groups

- 4 Nations UNCRC Group
- Anti-Bullying Alliance Steering Group
- British Council Wales Advisory Committee
- Cross Party Group on Care Experienced Young People
- Cross Party Group on Fuel Poverty & Energy Efficiency
- Cross Party Group on Human Rights
- Cross Party Group on Poverty
- Cross-Party Group on Suicide Prevention
- CWVYS Board
- National Centre for Population Health & Wellbeing Research NCPHWR
- PHW Building a Healthier Wales Coordination Group
- PHW Vaccine Equity Committee
- Play Wales Board
- Race Alliance Wales equalities forum
- Royal College for Paediatrics and Child Health External advisory group
- Third Sector Partnership Council
- TSPC Ministerial meetings
- TSPC Ministerial meetings - Education
- TSPC Ministerial meetings - Finance
- TSPC Ministerial meetings - Health and Social Care

- TSPC Ministerial meetings - Housing and Local Government
- TSPC Planning meetings
- We Care Wales Stakeholder Group

International

- Eurochild Management board
- Eurochild National Partner Network (NPN)
- Eurochild Participation Steering Group

Other Funded Project Work

During the year, Children in Wales was also involved in the following funded project work:

Social Care Third Sector Grant

Funding from Welsh Government Social Care department to provide training to the social care workforce from a children's rights awareness raising perspective, engaging with members to disseminate knowledge and good practice.

Young Carers

With funding from Welsh Government, Children in Wales has continued to facilitate the Young Carers Professionals Network through regular meetings and support. This year we have provided opportunities for young carers to be directly engaged in our work, which included a meeting with the Deputy Minister for Social Services and delivered a series of virtual workshops focused on education, financial capability and mental health. We have been a member of the WG Ministerial Advisory Group on Carers and informed the development of the new WG unpaid carers strategy, the action plan and the forthcoming Carers Charter. We also helped secure funding for a consortium to deliver a Young Carers Festival in August 2022, and secured funding for our programme of work with the professional network for 2022-23.

Independent Review Mechanism

Children in Wales hosts the work of the Independent Review Mechanism Cymru. There have been staff changes during 21/22 with a new IRM Manager and Administrator.

Price of Pupil Poverty

Funded by the Welsh Government Education Division, this project supports schools to identify practical solutions which help to address the impact of poverty on the day to day school experiences of children from low income and disadvantaged families. This year we have promoted knowledge and understanding of our five guides, which are publicly available via our website for any school to engage with, and through on-line training and events with schools and Regional Education Consortia, publicised through our communication and social media channels. In response to the pandemic and disruption to schools, we produced a supplementary guide for schools and have been progressing a number of action plans through more intensive on-line work with 15 named schools. We have also established a partnership with a housing association and local schools in Newport to progress community focused approaches to mitigating the impact of poverty. Next year, we hope to grow the project in light of current interest and the negative impact of the pandemic and growth in the number of children in low income households.

Getting Ready Project

Funded by the Welsh Government Housing and Homelessness Division and delivered in partnership with Voices from Care Cymru, the Getting Ready project is complementing the When I am Ready scheme by providing support and information for young people to safely transition from care. It includes considerations around delaying leaving care, where this is appropriate and possible, and reducing the risk of homelessness and housing instability. Children in Wales has worked with local authorities to develop a package of bespoke resources for care experienced young people across Wales on a range of thematic areas, notably financial education and budgeting, and have released tailored resources for four local authority areas. We have been delivering on-line workshops to a range of professionals and foster carers, as well as workshops for care experienced children across Wales. Working with our delivery partner Voices from Care Cymru, we successfully secured funding for 2022-23.

Parent's Participation & Voice

We secured short term funding (3 months) from Welsh Government to deliver a new project working with parents and local organisations working across Wales who are currently engaging parents as part of their work. This scoping exercise consisted of research and consultation with parents and organisations, and the production of a report on our findings which also considered next steps. The purpose of this project was to capture existing engagement mechanisms across Wales and to inform our approach to engaging parents nationally, with a view to then develop a Wales wide platform for gathering parent's views, which would lead to more meaningful participation in the form of co-production.

Early Years resources to support consultation and participation

We secured short term funding (3 months) from Welsh Government to develop a series of interactive resources which showcase ways in which early years settings can effectively support consultation and participation activity with babies and pre-school children. The project involved researching the most appropriate and effective resources/methods for the engagement of young children; trialling some methods on how practitioners can begin to use the resources in their practice and the production of a series of films and guides for the three different age ranges.

Children (Removal of Defence of Reasonable Punishment) (Wales) Act 2020 – Children and Young People

Children in Wales secured funding from the Welsh Government to deliver a new programme of work to develop and deliver a children and young people strategy in support of the implementation of the Children Act. The programme focused on three central objectives i) Develop an engagement plan in consultation with relevant stakeholders including young people. ii) Develop relevant resources for schools and other organisations, on the changes in law within the context of children's rights and complimentary legislative changes iii) Undertake an awareness-raising plan to help promote the resources and cascade information about the legislative changes.

Volunteering: Learning & Development opportunities for Young People

We secured a WCVA volunteering grant with the strategic intention to provide learning and development opportunities for young people we engage within the organisation. We have

employed a volunteer coordinator, who has created young volunteer opportunities within the organisation and have actively sought out engagement opportunities for placements/funding/students to be hosted at CIW. This has included 3 'Kickstart' posts.

Young Wales Consultation & Participation

We have taken opportunities to expand our consultation and participation work to other funding or grants in addition to our main WG grant. Additional hours are offered to staff to undertake this work in addition to their core roles. This includes short term projects such as the Race Equality Action Plan Consultation and the Voter Support Grant, both for Welsh Government.

Development and delivery of training and consultancy



2021-22 has been another busy and productive year for the Training Department, our versatility and response to moving our training provision to online platforms during the pandemic has enabled us to continue to be an economically competitive option for commissioners and individuals booking our training provision. Our training work continues to develop from a number of opportunities; retendering for large contracts such as the Careers Wales Safeguarding contract, submitting to be part of a training framework e.g. Powys Training, tendering smaller individual courses e.g. Blaenau Gwent training, being commissioned directly such as for Neath Port Talbot Council or our individual advertised courses for professionals to book directly.

Our core work remains that of Safeguarding the Welfare of Children and Young People and related topics. The courses that proved popular during this period were those aimed at better

understanding and supporting the needs of young people, particularly in relation to knife crime, criminal exploitation, teenage development, mental health and LGBT+ issues.

As a national Child Rights organisation, our training team continued to promote the implementation of the UNCRC across all courses.

We continue to draw upon the expertise of our Associate Trainers to deliver specific pieces of training and courses, augmenting and supplementing the range of courses we offer. These have covered topics such as Life Journey training, Telling Children Difficult Information, Motivational Interviewing, Autism in Early Years, Mindfulness in the Workplace, Supervision and Leadership.

We have also embarked on a number of project focused pieces of work such as the WG Corporate Safeguarding Guidance development.

Plans for the future 2022-23



The organisation took significant action to respond to the COVID-19 pandemic, both in terms of adapting our services/programme delivery and addressing costs to ensure we were able to maintain the organisation on a financially sustainable and secure footing. Post COVID, whilst we continue to work mostly online, we are working to develop 'hybrid' or 'blended' working models as the appetite for in person working returns and responding to both staff and stakeholders concerns around well-being.

New challenges this year have arisen from the war in Ukraine, driving up the cost of energy and inflation, which are likely to increase throughout the year. We are mindful too of the effects of climate change, and the organisation is working to reduce its impact on the environment.

To mitigate, we plan to

- Continue to invest in improving and evolving our digital infrastructure at a vital time.

- Continue to evolve our training service via online delivery, providing vital professional learning opportunities reducing the cost of travel and the impact on the environment
- Continue to seek opportunities to generate innovative income streams which benefit our members and enhance our work.
- Developing and embedding a new approach to project management and impact reporting, to enhance our efficiency and maximise our impact.

We will continue to work closely with members through our Networks and children and young people through Young Wales to ensure that we deliver against our funding objectives. We will continue to make use of the new ways of working adopted this year to deliver this work.

This year we plan to

- Launch our new Vision and Mission Statements following detailed consultation with members, young people and other stakeholders
- Continue to review the frequency of ebriefings/bulletins to members to ensure we supply them with the amount of information that they need
- Provide a regular opportunity for the children and families workforce to attend webinars focused on priority issues
- We've continued to embed the approach adopted last year keeping our network meetings in an online format, and setting the frequency of meetings to reflecting increased workload and challenges, where appropriate.

We will continue to evolve our approach to reporting and monitoring progress in order to enhance our focus upon outcomes and impact, which we can then feed-back into our future planning.

Having secured a grant to appoint a Volunteer Co-ordinator last year, we will work to drive forward innovative ideas for ways that young volunteers can have an impact within our organisation.

Financial Review



Expenditure	£	%
Better connected Children, Young People, Families & Workforce : £ / %	£276,135	21%
Influencing Practice, Policy Development & Research through Representation & Consultation: £ / %	£572,795	44%
Better Informed Children, Young People, Families & Workforce: £ / %	£406,667	31%
Membership Support Services: £ / %	£40,164	3%
Governance: £ / %	£17,608	1%
Total:	£1,313,369	

Income		
Membership Subscriptions	£10,317	1%
Better connected Children, Young People, Families & Workforce: £ / %	£320,188	24%
Influencing Practice, Policy Development & Research through Representation & Consultation £ / %	£368,666	28%
Better Informed Children, Young People, Families & Workforce £ / %	£460,800	35%
Membership Support Services £ / %	£62,813	5%
Governance £ / %	£90,700	7%
Total:	£1,313,484	