

# Annual Report 2018

# People and Work annual report 2018

## Foreword

I am delighted to introduce People and Work's annual report for 2018 —my first Annual Report since becoming Chair in October 2017. It is a privilege to be part of an organisation with passion, expertise, and a 34-year track record of reducing inequalities and improving lives through education, learning, and community development.

Now is a time of considerable political and economic uncertainty and it is clear that there are enormous challenges ahead for the voluntary sector and local communities. However, there are also significant opportunities and a spirit of determination, which enabled us to make progress and make a positive impact on local communities (as highlighted in below and throughout this report).

This year, we continued to focus on helping the people of Rhondda succeed and flourish through our work on wellbeing, learning and economic development. We developed a range of projects and approaches to encourage, enable, and engage people in physical activity, by making sport appealing and enjoyable. Our work with young people, outside formal learning environments, developed their skills in primary research, which they used to explore and understand issues that affect their lives, including mental health, dementia, gender and race equality. This year, our Appening Rhondda project highlighted the untapped talent of young people with self-taught coding skills and created opportunities for young people to grow their skills and confidence in a supportive environment with access to industry expertise. Through Stronger Rhondda Gryfach, we

worked in partnership with other voluntary organisations, to strengthen collaboration across the third sector in Rhondda and bring people together to share learning, develop skills, build new alliances and build resilience. We have also been working with others to increase the capacity of the Welsh voluntary sector, through Talwrn - a network that provides skill development and peer-to-peer support for its members.



*Judith Jones and Rosa Robinson. June 2018 Staff and Trustee away day*

Most of the successes outlined in this report were achieved under the leadership of my predecessor, Judith Jones, to whom I want to express my gratitude. Judith's wisdom, dedication, diligence, and leadership, over the 21 years of her chairship, helped build a vibrant, enduring and widely respected organisation, which is making a positive impact on people's lives. Judith has our best wishes and sincere appreciation. I would also like to thank each of our talented and committed staff and volunteers and our supporters, funders, and contractors, without whom, our achievements would not have been possible.

We have made great strides in our work over the last year, but there is much more to do. People and Work has an important role in finding answers to urgent social problems and making change possible.

Thank you,



Rosa Robinson

Chair, Board of Trustees

## Objectives and activities

The charity's objects are the advancement of education by carrying out and/or assisting in carrying out research and study into social and economic problems for the benefit of the general public; additionally, to promote education in all matters related to community organisations.

People and Work seeks to make a difference by promoting the value of education learning and employment in order to tackling inequalities. We work through a programme of community-based action research projects and commissioned research and evaluation for the public and third sectors in Wales.

# Achievements and performance

## A Strategy for the Rhondda

In 2015 People and Work decided to focus project work for a period of ten years on the Rhondda Valleys. The aim is to develop a collaborative approach, which focuses on supporting people to harness and promote community development, educational achievement, wellbeing and economic development in the two Rhondda Valleys.

At the end of the first three years we are reflecting on what has been achieved and how to take this work forward. The three key projects that launched the work are all completing their initial funded period<sup>1</sup> and now is a good time to review, plan and launch a renewed strategy.

Our key themes remain wellbeing, learning and economic development. Inevitably, there are overlaps, the themes do not form discrete packages of work, and they are all linked by an overarching aim of supporting people in Rhondda to flourish.

### Stronger Rhondda Gryfach

With other voluntary organisations and Interlink (the county voluntary council for Rhondda Cynon Taf) we have worked to develop a third sector collaborative structure focused on Rhondda. Meetings bring people together to learn about what each other is doing; celebrate successes; address barriers to cooperation and build collaboration ( <http://strongerrhondda.wales/>).

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<sup>1</sup> Dynamic Young Communities funded by the Rank Foundation; Appening Rhondda funded by the Moondance Foundation; What We Say funded by Esmée Fairbairn Foundation

Stronger Rhondda Gryfach has enabled us to build new partnerships, advertise the work we are doing in Rhondda (over 2000 people regularly visit the Facebook page <https://en-gb.facebook.com/strongerrhonddagryfach/>) and learn more about the needs and strengths of Rhondda. In return People and Work has provided ‘critical friend’ support to 10 voluntary organisations working in Rhondda, ran a funding workshop for five voluntary organisations and our projects manager, James Hall, has developed a networking role which brings public, private and voluntary organisations together to support Rhondda.

## Theme 1: Wellbeing

### Play It Again Sport (PIAS):

We had identified in earlier work that the impact of sport and fitness activities on wellbeing was very powerful. Team activities help to build valuable social networks, families come together to share experiences and people’s self-confidence grows. Physical activity has an impact on mental health, weight control and social capital – as well as being good fun.

We have developed a range of approaches focused on making physical activity as accessible and attractive as possible, all under the heading of Play It Again Sport. The initiative featured recently on ITV news (<http://peopleandwork.org.uk/en/home/>).

**Play It Again Sport** has developed a social enterprise that takes donations of sports/fitness clothing and footwear from community members, businesses and sports clubs and sells them very cheaply. It also donates sports goods to groups or individuals who are unable to purchase goods. The aim is to make sports and fitness activities affordable. The enterprise was launched at the beginning of

2017 with funding from the Rank Foundation and has grown considerably after forming a partnership with Too Good to Waste – a recycling social enterprise and charity in Ynyshir and Aberdare (and a founder member of Stronger Rhondda Gryfach).

We have gone from having a lot of stock that we struggled to sell to a situation where demand is outstripping supply and our current approach – with support from Social Business Wales<sup>2</sup> – is focused on sourcing more second-hand sports gear. (<https://www.facebook.com/playitagainsport/>)

Profits made are used to further develop sports activity in the Rhondda Valleys. Our aim is to be able to fund some of Mark Hutton's time, our wellbeing coordinator, and the enterprise is already helping to fund a programme of school sports festivals.

**Challenge Champions** recruits young people who see themselves as unfit and want to find ways to get fitter. The group meet for eight weeks once a week for three hours and during that period they try out a wide range of different types of exercise. They visit local facilities and test out what they have on offer. The group work together to set themselves a challenge to complete at the end of the eight weeks, and to raise sponsorship money. The sponsorship money will be paid to Children in Need, who are the project funders.

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<sup>2</sup> A European Union backed fund developing social enterprise in Wales, hosted by the Wales Co-Op



**Dynamic Young Communities:** this project has been focused on building capacity for sustainable sports and fitness development in the Rhondda. It has trained up 60 young people from Rhondda as qualified and experienced sports leaders; helped to develop girl's and women's rugby across Rhondda; worked to develop effective public and voluntary sector partnership working to promote sports and fitness; and set up PIAS, Challenge Champions and women's rugby clubs. The project also supports the first Walking Rugby group in Wales.



PIAS is also working with every primary school in the Rhondda cluster to run sports festivals. In the last year six festivals were run, led by Playmakers, each attended by between 110 and 180 children. Profits from the PIAS social enterprise paid for the venue and donated clothing and boots helped ensure that every child was well equipped.

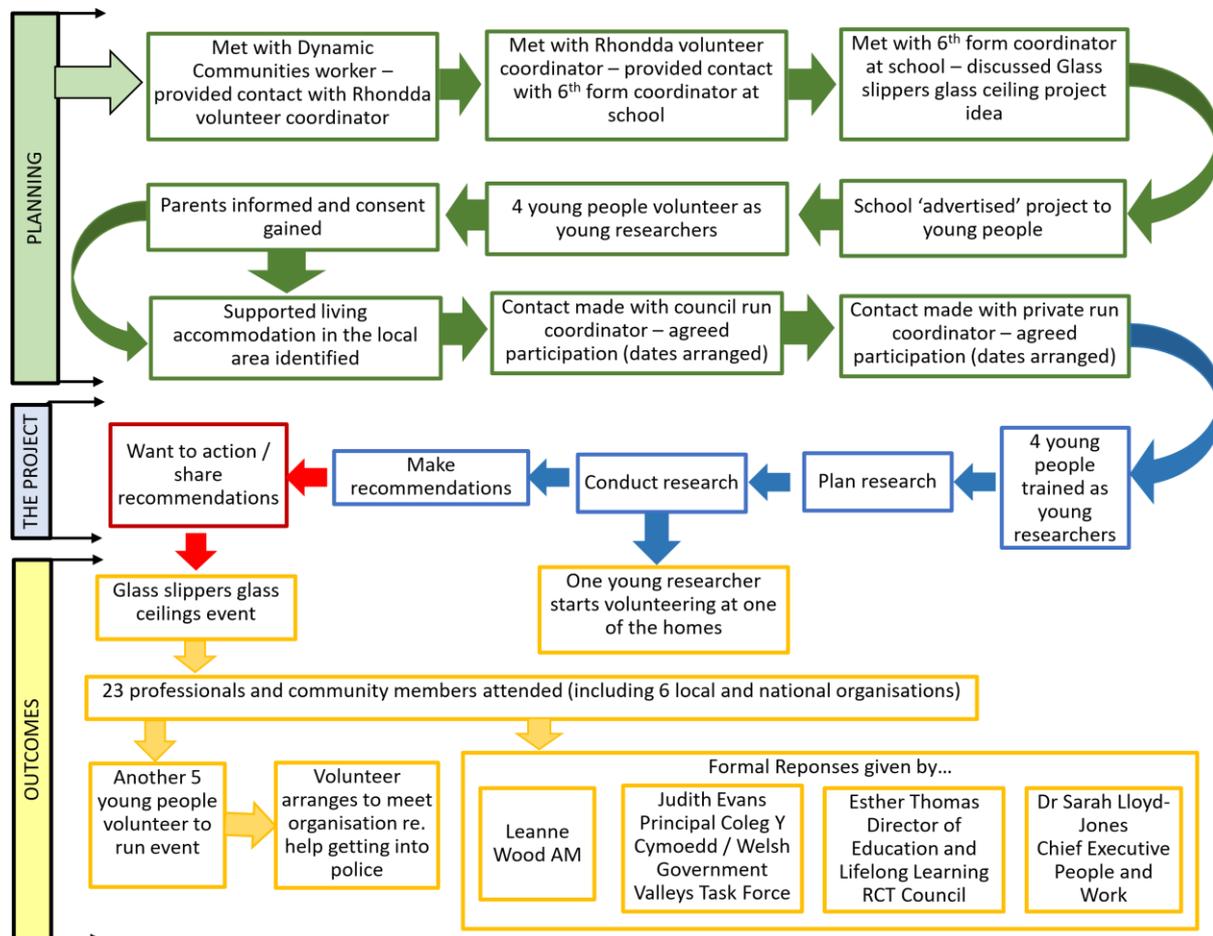
2018 is the final year of the Rank Foundation funding for this project but we have learned a great deal from it around how to support people to take control of their own fitness activities and we will be building on this over the next seven years.

## Theme 2: Learning

Our learning theme has been looking at approaches to developing learning outside the classroom or training centre that are attractive and challenging for young people. The work has also focused on a co-design approach that supports people taking control of their learning experience, shaping it and sharing what they learn with others.

**What We Say:** Our Learning Coordinator, Andrea Boyce, has been working with young people across the Rhondda to support them to explore, understand and tackle the issues that really matter to them. With support from the Esmée Fairbairn Foundation, twenty-one young people led explorations that have involved them gathering the views and experiences of 1338 of their peers, and 58 adults, to help inform thinking and planning of services. The project involves young people in planning the work, exploring the issue they are concerned about, and thinking about how to influence policy makers. It also encourages them to use the experience to take up volunteering and further learning.

***Glass Slippers and Glass Ceilings*** looked at women's lives in Rhondda across generations. Young women interviewed older women and concluded that whilst much had changed for the good, community life was poorer for their generation. They developed a chart for planning how they would approach the work (see below) and interviewed older women who lived in supported housing and local care homes. The oldest interviewee was over 90 years old. The young women asked about life for girls years ago and decided to focus on jobs, social life, body image and social support.



Another group of young people wanted to look at mental health amongst their peers. ***It's Mental in the Valleys*** involved these young people giving a questionnaire to 237 eleven and twelve year olds in their school about what they knew about mental health and who could help if they had problems:

- 51% of those surveyed said that they knew someone with mental health problems describing them, most often, as ‘sad’, ‘thinking and acting differently’ and ‘angry’;

- 23% said that they felt social media makes people feel bad about their lives.

The group wrote in their report:

*‘When we were looking at the results we noticed that boys were really open in their responses. We were surprised at this because everyone always says that boys don’t talk about their feelings. So we started thinking – are boys being less open about their feelings generally or is this something they learn as they get older? So we decided to give our questionnaire out to a small number of 16 and 17 year olds to see if there was a difference.’ (‘It is Mental in the Valleys’ report)*

The group interviewed thirty-two 17 and 18 year olds: 59% said that they knew someone with a mental health problem (an 8% increase on the younger group) but there was now a difference between male and female responses. The males were 10% less likely to say they knew someone with a mental health problem than 11-12 year old males, while females were 23% more likely. The young men were also less likely to identify worries, and talk about them, than young women. The group held a feedback session with senior people from mental health, education and young people’s groups and put forward their recommendations to senior policy makers. In addition, with support from their school, a group of young men decided to further explore the issue of mental health with their peers.

**Everyday Racism Everyday** was a study undertaken by young people about experiences of racism. Young people from Rhondda (which has a very small minority ethnic population) collected the views and experiences of their peers and their families; and then a comparison study was done by some young people in their school in Cardiff, where a large proportion of the students are from minority ethnic groups. The young people found people from both areas

had witnessed racism and many from Cardiff had experienced it. The two groups agreed that working to tackle racism with young people alone was not enough, since attitudes come from home and community as well as school.

*Talk to parents as well as children because they have a huge impact on their child's opinion (boy, aged 14)*

They also felt that it was important to give young people the opportunity to talk about their experiences.

*We think that without the questionnaires people wouldn't have had the opportunity to talk about their experiences and this may have been the first time they were even asked. So we think people with power need to make more effort to listen to young people's experiences, take their voice seriously and act to make their lives better. (project report)*

***Dementia in the Community:*** another group of young people wanted to explore what dementia is, how it impacts on families and how the community can support people with dementia and those around them. The young people went on to volunteer in a community residential home. The group:

*.. found that communication was important in how you interacted with people with dementia and how to be more aware in how people with dementia communicate. Based on this, the group decided to hold a sponsored silence and stayed quiet for 6 hours during a school day. They raised £250 through this and donated the money to their local dementia unit. The group visited the unit to meet some of the residents and present their cheque. (extract from the report)*

Working this way has led People and Work to a number of new developments, informed by young people (a working model of co-production). This has included a series of weekend '*Game Jams*' where young people come together to design, code and produce a game; and '*Take Me On*' an initiative focused on supporting young people to explore their options for their future, working with employers and training providers.

Our projects' manager, James Hall, is an active supporter of the Seren initiative, which focuses on supporting young people who have academic potential to gain confidence, skills and knowledge that could help them to access a university that could really develop their talents. He has worked to support the take up of the wide range of opportunities for Rhondda young people, regularly monitoring the uptake of Seren and STEM<sup>3</sup> projects by schools and individuals. For example, he led an ethics seminar with year 12 students attending Seren, has linked up Cardiff University's Computer Science department with our own STEM project (Appening Rhondda) and is in conversation with the new Royal Academy of Engineering valleys project regarding extending their work from Blaenau Gwent and Merthyr into RCT (especially Rhondda).

James has run two Action Learning sets during the last year.

## Theme 3: Economic development

**Appening Rhondda:** this project aims to capture the interest and skills of young people who love coding and are often self-taught. The hypothesis was that there would be a lot of young people on computers in their bedrooms whose

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<sup>3</sup> Science, Technology, Engineering and Maths

skills could be honed and developed to enable them to benefit from the growing IT labour market<sup>4</sup>.

To date the project has involved 30 young people in developing eight apps and games. This last year (as identified above) it has moved into Game Jams that involve young people in designing, developing and marketing games. The project is a private, public and voluntary sector partnership working with a Rhondda Cynon Taf technology company, who host the activities, provide staff to support the young people and host the finished product. The voluntary sector provides the ideas for the apps, raises the funding and offers support and marketing skills to the young people; and schools and colleges which help to identify the young people, advertise the opportunity and provide ongoing support.

This year the local further education college has picked up on this project – after a group of students attended a weekend programme. They have taken the idea forward and paid for four additional Game Jams (each offering four intense days over a long weekend) as a pilot to see if this might be a way of introducing computer coding and design skills into their regular curriculum. The college is also very keen on the work experience element of this project, which places young people alongside staff who earn a living in the sector and who have shown great enthusiasm for its development. Young people who came to the first college Game Jam have now set up their own coding club with support from the college. In addition, People and Work, with funding from Pen-y-Cymoedd and the Lottery, have recruited one of the participants to work with us to develop more coding clubs across Rhondda.

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<sup>4</sup> According to Cardiff University, South Wales is the second fastest growing digital technology area in the UK after London

We have worked to develop business links this year, with James Hall attending business networking events at Cardiff Business School (regular breakfast briefings - part of Cardiff University) and at a Business in the Community event, at which he was a keynote speaker (which led to links between local companies and the third sector).

## Influencing Policy

We have continued to inform policy and practice that addresses inequalities linked to disability. Building upon work over the last seven years in this area, we are currently working on an evaluation of the Welsh Government's *National Autism Strategy and Integrated Autism Services*. [Our interim report on the integrated autism service](#), which is looking at how adults and children with autism can be supported holistically, was published recently. We completed a study looking at multi-agency approaches to supporting children and young people with complex needs across the South West region of Wales. We also produced a list of ASD services in South East Wales for the Welsh Local Government Agency (WLGA) and local health boards.

Our commissioned work to address inequalities linked to poverty has focused primarily upon employment. We have provided evaluations for:

- *Communities for Work*, a national employment support programme, in partnership with OldBell3, the Institute for Employment Studies and Datab, for the Welsh Government, and recently published our [interim report](#);
- *VARTE*, a locally devised and developed programme to support people who are long-term unemployed into employment;

- SOVA's *Achieving Change through Employment (ACE) project*, a national employment and skills support project for people from minority ethnic backgrounds, refugees and European economic migrants:
- Cascade, for Community Music Wales, which develops the musical tutoring skills of people who are looking for employment or to progress their careers; and
- Research into the employment aspirations and skills support needs of refugees and asylum seekers in Wales, for the Welsh Government.

We have also focused upon tackling poverty and social exclusion through community development, with our ongoing evaluation of *Invest Local*, a ten-year investment programme to support community development in 13 localities in Wales. A strong team of associates, Alain Thomas, Dafydd Thomas and Leon Quinn, have been brought together to support our in-house team in this work, and it is providing an excellent bridge between our project and research work.

We have also continued our work to promote attainment and wellbeing in education. For example:

- we have been providing evaluation support to a home/school links programme focused on improving attendance and attainment run by *Willows High School* in Cardiff with funding from the Paul Hamlyn Foundation;
- we have developed and tested a safeguarding development tool which will be rolled out to all learning settings across Wales, for the Welsh Government; and
- we evaluated a numeracy development programme intended to raise the attainment of pupils from poorer socio-economic backgrounds, for Bridgend County Borough Council.

## Support and capacity building with the Welsh Voluntary Sector

We have continued to work with, and support, the Welsh voluntary sector. With funding from the Garfield Weston Foundation, *Talwrn* started 2017 with two seminar discussions involving around 70 voluntary organisations across Wales. *Talwrn* (<http://talwrn.org.uk/>) has a core group of around 30 voluntary sector leaders from across Wales, and it holds quarterly meetings to share learning and focus on: capacity building within the sector; bringing more charitable trust money into Wales; and supporting the voluntary sector infrastructure to develop the sector. We provide peer review support for funding applications, and during the last year supported 15 organisations to make grant applications and bring over a quarter of a million pounds from charitable trusts into Wales.

*Talwrn* has supported a range of activities focused on building capacity within the sector including funding peer mentoring and running funding workshops. *Talwrn* also contributed funding to a conference on building a new local economy in Wales run by the Building Communities Trust attended by over 200 people, and to a conference led by Cwmni Bro Ffestiniog on locally led economic development. We worked with the Wales Council for Voluntary Action (WCVA) to prepare a paper on Resilient Communities, preparing a joint *Talwrn*/WCVA paper that drew on feedback from their membership and from *Talwrn* members and that was presented to the Welsh Government to inform thinking about how it supports the community sector.

We also continue to work with and support individual voluntary organisations. For example:

- we undertook research for the Cranfield Trust looking at the need within the Welsh voluntary sector for their type of management support provision.
- we produced a report for *Welcome to Our Woods* in Rhondda that told the story of the initiatives development to the point where it secured a large grant from the Lottery to fund an exciting environment and enterprise project; and
- we are currently working with a consortium of five organisations in Powys, led by *Credu Carers*, to help them evaluate a new way of working with people aged over 50 years. The aim is for the evaluation to help inform their practice and also how services are designed and delivered across the county.

## Future work

We are continuing to develop our strategy for working in the Rhondda and developing a new programme of work. Our objective is to focus on preventative work—that is, work that promotes and protects wellbeing and positive actions, rather than responds only to needs.

## Structure, governance and management

The charity is a company limited by guarantee and does not have any share capital.

The trustees, who are also the directors for the purpose of company law, and who served during 2017 were:

Judith Jones (Chair until October 2017)

Archie McCaffer (Vice chair)

Phil Watkins (Treasurer)

Gordon Davies

Richard Gaunt (from January 2017 – April 2017)

Lee McPherson (resigned July 2017)

Jan Huyton

Rosa Robinson (Chair from October 2017)

Celia Netana

## Finances

**Income:** income in 2017 (calendar year) was £365,656 of which just over 50% came from grants and the rest from earned income from work with the public and voluntary sectors

**Expenditure:** we spent £365,864 of which less than 4% went on support and Governance costs.