



ADFERIAD
RECOVERY

Our Impact

Annual Review
2021 - 2022



Contents

-  Our Values, Our Mission
-  A Message from the Chair of Trustees
-  A Year in Review, A Message from the CEO
-  Becoming a 'Rights Affirming' Organisation
-  Our Members
-  Our Staff
-  Our Volunteers
-  One Year in Numbers
-  Our Services
-  New Developments in 2021/2022
-  Our Campaign
-  Our Partnerships
-  Looking Forward
-  Financial Review & Statements

Our Values

Working Together

Commitment to Quality Care and Support

Learning and Reflection

Dignity and Respect

Adferiad Recovery combines the skills and expertise of its leading founding charities to provide outstanding and flexible service for people in Wales with mental health problems, substance misuse issues, and those with co-occurring and complex needs. We are a user and carer-led organisation providing a broad range of individualised services to our beneficiaries. We aim to make positive changes in the lives of people affected by drugs, alcohol, mental health problems, and other life challenges, through a range of services and support delivered by skilled and experienced staff, in the belief that people can and do change. Adferiad Recovery delivers a new, flexible and co-ordinated response to the exceptional circumstances faced by people with

co-occurring mental health and substance misuse conditions and related issues.

Vulnerable people facing complex life challenges need consistent and seamless support to ensure they remain engaged with vital health and wellbeing services – and to prevent them becoming disenfranchised and isolated. Adferiad Recovery harnesses the talents and experience of long-established and leading Welsh charities CAIS, Hafal, WCADA and Adferiad Recovery CIO. Our combined expertise in the fields of substance misuse, mental health, housing, criminal justice and employment support enables Adferiad Recovery to meet the needs of our most vulnerable with a single, unified and comprehensive approach.



Our Aims

- Our comprehensive and coordinated therapeutic model employs the very best practice from mental health, substance misuse, criminal justice and related services. Adferiad's combined team works holistically to address the needs of each client, creating the best conditions for effective treatment for co-occurring conditions and dual diagnoses.
- We work with our clients to engage and support them throughout their recovery. We use proven mutual aid, peer mentoring and social prescribing approaches to help people take control of their lives, create their own plan for recovery and work towards independence and prosperity.
- We work across barriers to the benefit of our clients. We develop partnerships with commissioners, fellow providers, practitioners and researchers who share our ambition to transform the lives and prospects of some of Wales' most vulnerable people.

Our Mission

- To provide support, relief and treatment to people suffering directly or indirectly from problems associated with mental health and emotional well-being, illness, age, social exclusion or economic inactivity.
- To provide treatment, care and support to people suffering directly or indirectly from problems associated with alcohol or drug misuse and other dependencies.
- To support the prevention of alcohol and drug misuse through the provision of services for those suffering from substance misuse, addiction or other dependencies.
- To provide education and training for professionals and volunteers in the field.
- To raise public awareness of the effects of substance dependency and misuse, mental health complexities, and co-occurring issues.
- To advise and advocate for people suffering disadvantages from problems caused by alcohol, drug misuse and other dependencies, disability, illness, age or social exclusion.

Our Mission Statement

"Adferiad Recovery responds to the needs of people facing a range of co-occurring health conditions and complex social circumstances – people who are seldom seen and seldom heard."

A Message from the Chair of Trustees

Clive Wolfendale

This first Adferiad Recovery Impact Report sets out the remarkable work the Charity has carried out in its initial year of operation. Adferiad Recovery provides vital, lifesaving, and life enriching services to our many beneficiaries based upon their needs, preferences and priorities. We are led by the people who access our services and their families and carers, and I am accordingly proud to lead a volunteer Board of Trustees who both represent organisationally, and advocate strongly in public for people experiencing complex life challenges. The journey the organisation has travelled over the last year has been a challenging one, both in bringing together the four founding charities and overcoming the complexities of the global Covid-19 pandemic. But as you will see from this report, we have had great success in our mission.

While many services elsewhere were closed during the pandemic, or delivered in much more restricted ways, our team persevered and delivered face-to-face support throughout. A range of innovative and flexible approaches developed by staff and volunteers ensured our beneficiaries received the support they needed, and Trustees, through senior staff, did their best to see that the staff were well supported, resourced, and appreciated for all their efforts.

As restrictions eased - and in welcome relief from video meetings - we held 25 events across Wales and in Lancashire to meet with our clients, stakeholders, and the public, to celebrate the new organisation. It was a great experience to meet so many people at these events and at our physical wellbeing days. I very much appreciated the time I had to talk to clients, families, and staff about their experiences in those unprecedented times.

In 2021-2022 our beneficiaries, staff, and stakeholders developed a strategy for the next three years, setting out the priorities for the organisation. Our key aims are to ensure our beneficiaries are heard and respected, are at the centre of service innovation, research and evaluation, and that we strive for quality in all that we do. This strategy is available to view on our website.

"While many services elsewhere were closed during the pandemic (...), our team persevered"

Adferiad Recovery has made an impact too in our engagement with Ministers, Senedd Members, Members of Parliament, Councillors, and stakeholders at our events, and also with visits to projects, briefings, and our social media and publications. We anticipate even greater engagement over the next few years and will continue to play our part in raising aspirations, providing opportunities, and leading on co-produced, client focused, outcome-based services.

While we are proud of our achievements in this last year, we are also acutely aware of the challenges that the cost-of-living crisis pose for the whole country. We are particularly concerned for our beneficiaries over the next year, and will be seeking to put our energies and resources into assisting those at greatest need through this difficult time.

I would like to close by thanking the outstanding Adferiad Recovery team of staff and volunteers, my fellow Trustees, our partner agencies, and those organisations who have provided us with the resources to achieve so very much.





A Message from the CEO

Alun Thomas

A Year in Review

This was the first full year of operation of Adferiad Recovery as a newly merged Charity and followed on from the unprecedented global impact of Covid-19. Adferiad Recovery's constituent Charities had performed outstanding work during the most challenging times of the pandemic, delivering more diverse and higher intensity services to those who unfortunately were receiving less support than usual as other agencies closed their doors. We were proud to be an organisation where we continued almost all our operations, though in different ways, and this approach I believe saved many lives.

The merger was in motion when the pandemic struck and following significant risk reviews and assessments, the decision was taken to continue with the journey, and this has stood us in good stead to support our beneficiaries as we all recover from the impact of the pandemic. Our beneficiaries were some of the most impacted during this period but some of the national solutions, such as the concerted effort to stop street homelessness have demonstrated that we can as a society address such challenges should we put our minds to the matter. During the last year, Adferiad Recovery has continued to expand our services and much of our development has been linked to the provision of safe, supported accommodation – generally the first step towards a sustainable recovery.

The impact of the pandemic though is still being felt by our beneficiaries and the challenges faced by the NHS and social care services in restarting many of their services post pandemic means that our services are still often the only ones that our clients can engage with without long waiting times. We recognise that this is likely to remain the case for the next two years or more and are campaigning with local and national statutory sector partners for service improvements.

The merger could not have happened so successfully had it not been for three groups of people. The first, the Trustees of the four originating Charities for recognising the vision, benefits, and importance of working together. Trustees put beneficiaries ahead of organisational parochialism and committed to creating an organisation that sought to assist with the person as a whole rather than the 'hole' in the person. Too often people can be turned away from services because they have more than one issue: Adferiad Recovery is there for people, not just their diagnosis. The Trustees of all four organisations represented the views and desires of the beneficiaries of the Charities and ensured that the outcome was focused on delivering more for our clients.

The second group is the leadership teams of the Charities who worked tirelessly and without expectation, to deliver the wishes of the Trustees. This was achieved whilst continuing to deliver on the mission, and I personally thank the team for all the support they gave me.

The third group was the team at Allen and Overy LLP who provided a remarkable level of legal advice, guidance, and support at no cost to the Charity and their contribution cannot be overstated.

As you can see from this report, the work of Adferiad Recovery over the last twelve months has been remarkable, and this Impact Report is the first of many such publications we intend to develop to both share and promote our models of service and the effectiveness and social value of working with the Third Sector.

That the new Adferiad Recovery is successfully delivering high quality services, expanding rapidly, and is such a strong organisation is down to our team of skilled staff and volunteers. It is a privilege to lead such people and I know that the organisation will go from strength to strength.

Becoming a Rights Affirming Organisation

Q. What does it mean to be a rights affirming organisation?

A. A rights affirming organisation aims to protect individuals by;

- ◆ encouraging equality and diversity,
- ◆ eliminating unlawful discrimination, and
- ◆ defending and promoting peoples' human rights

As a people-focused organisation, we must ensure the rights of individuals are foremost in our minds in all that we do. But this is not enough: as a campaigning organisation, a conduit for the views of our beneficiaries, and as a large employer, we have a moral duty. As a charity, we have a public benefit duty to do far more than comply with the minimum.

In December 2021, Adferiad Recovery published our Anti-Racism Statement, and we continue to work towards achieving the Diverse Cymru Cultural Competence Certification.

More recently, we hosted a conference for all Adferiad staff on how we could become a rights affirming organisation. We were joined by a number of excellent guest speakers, including registered nurse Nesta Williams, Geraint Rees and Nathan Owen from the EHRC, Suzanne Duval and Dr. Charles Willie from Diverse Cymru, and Dr. Rhian Croak from Children's Legal Centre Wales, all of whom delivered presentations on a range of interesting topics relating to equality and human rights.

We are currently developing plans with the Equality and Human Rights Commission, the Royal College of Nursing, Diverse Cymru, and

the Wales Observatory on Human Rights of Children at the Hilary Rodham Clinton School of Law at Swansea University. In addition, we have also begun to deliver Diversity and Inclusion Training in partnership with Diverse Cymru.

In September 2021, Trustees committed Adferiad Recovery to becoming a Rights Affirming Organisation. This programme will be delivered over the next three years and seeks to:

- ◆ **Develop an organisation wide values and behaviour base**
- ◆ **Educate and support staff and volunteers**
- ◆ **Engage with other organisations in this arena to ensure that Adferiad Recovery is seen as an organisation for everyone**
- ◆ **Advocate, speak out, and challenge discrimination or disadvantage of any type in all that we do.**

In 2010, the Equality Act was established to tackle disadvantage and discrimination both in the workplace and in wider society. The Equality Act made it illegal to discriminate a person based on the following nine protected characteristics;



Our Members

We are a members led organisation, and our members are incredibly important to us. It is the views and the wishes of our members that inform our Trustees, who in turn instruct our board of directors on our direction as a charity.

Why become a member?

Being a member of Adferiad Recovery means that you can take part in shaping the future of services locally, Wales-wide and UK-wide. For example, Adferiad is represented on a number of Welsh and UK wide strategic groups representing the voices of service users and carers. The Welsh Government and UK Government both listen to Adferiad Recovery, but more members mean more authority and more influence.

What does it cost?

There is no charge for membership but we would welcome any contribution you are able to make to the ambition of the charity, whether as a one off or as a regular payment.



What will I get?

Mutual support

Throughout Wales Adferiad Recovery's local networks offer support, practical help, and the opportunity to share experiences, make new friends and campaign. Membership holds the networks together and gives participants a voice in how we move forward.

Practical help

Adferiad Recovery offers a wide range of services to those who have problems with mental health, addiction, co-occurring/complex issues and physical needs, and to their families and carers.

Training and conference days

Adferiad Recovery offers a range of training days and conferences which are often free to members.

Information

We provide a range of quality fact sheets, leaflets and booklets on a number of different subjects, including the latest treatments, rights, benefits, housing issues and so on. We also keep members informed through our regular communications.

A voice

Members have the chance to increase awareness of our mission – and to raise Adferiad's profile; for example, each year we have a stand at the Royal Welsh Show and National Eisteddfod. Beneficiary Members can also elect Trustees under Adferiad Recovery's constitution which means that the people who receive our services govern the staff team who deliver them.

448

Members
throughout
Wales and
England

654

Associate
Members
throughout
the Adferiad
Staff Team

27%
Increased
Engagement

Members
in the last
quarter

Our Staff

Adferiad Recovery's greatest asset is its staff, which is recognised as integral to both internal functions of the organisation and its operational services.

Successful service delivery is largely attributed to a level of internal factors such as appropriate training, personnel management, quality, information systems, safeguarding and health & safety within Adferiad Recovery. Adferiad Recovery staff have received both Safeguarding training and Domestic Violence and Abuse training during the year and are supported by the Safeguarding team to identify and manage safeguarding concerns appropriately and effectively.

Workforce Development

The first year has been an exciting one for the workforce development provision within Adferiad. The merger has been particularly exciting for this branch of the organisation as it has brought together such a range of expertise from a range of trainers from a variety of backgrounds. During our first year, we have looked to maintain the good working relationships that we have had with our external partners and to offer a much more robust range of courses for staff and volunteers. It is clear that Adferiad Recovery has a huge range of talent within its teams who are specialists in their field and it has been a pleasure to harness some of this talent to offer a more comprehensive training provision.

"a new workforce development strategy was developed with the view of it going live within the next year."

We have maximised the opportunity to learn in a variety of environments such as offering face-to-face based learning events, college qualifications, online learning which can be completed flexibly and specialist training through platforms such as Zoom and Teams.

One of Adferiad Recovery's training achievements this year has been working with individuals who have been or are accessing the service and co-delivering training based on

their knowledge and lived experience. For example, one training session was co-delivered by a former steroid user and needle exchange worker to co-produce Image and Performance Enhancing Drug (IPED) training, which has been offered to staff across the organisation. The feedback from this training was so positive that the model will be replicated across other topics.

"Adferiad Recovery are working towards becoming a recognised learning centre with Agored Cymru"

As well as staff having access to a more varied training programme, a new workforce development strategy was developed with the aim to go live within the next year. The purpose of which will enable staff to further develop skills, refresh knowledge and develop professionally with a view to delivering a more robust service to the individuals who access the service.

What's next for Adferiad Recovery's Workforce Development?

During the next year Adferiad Recovery's workforce development team will continue to increase the number of specialist courses delivered in-house with a view to develop more 'champions' and in-house specialists, and increasing the bank of trainers who can share their own experience and knowledge. Adferiad Recovery are working towards becoming a recognised learning centre with Agored Cymru which will enhance the quality assurance of the training and offer learners the opportunity to gather qualifications as they learn. The workforce development team is going to be starting work on a new 'all staff induction' which will give newly recruited staff an opportunity to learn from the moment they start their journey within the organisation.

Testimonials

Genuine people, genuine feedback

What do you most enjoy about working for Adferiad?



Andi James

"Working as part of a great team, seeing the difference our work can make to a client's health and wellbeing was very satisfying"



Kirsty Thomas

"The people. Everyone has time for each other. We all share a common goal of enabling our patients."



Alexis Thorne

"Worked with fabulous colleagues, who have become good friends. Meeting the patients when they are admitted, seeing the difference in their appearance and plans for the future when they are leaving."

*in some instances, pictures and names have been changed to protect individuals identities

1939

New Courses Completed via iHasco

1176

New Courses Completed via Social Care TV

90%

Would Definitely Recommend Training

100%

Of staff offered training for their role

Our Volunteers

Good volunteers are instrumental to our success, and we currently have dozens of people helping our organisation with everything from frontline work to those crucial jobs behind the scenes. Many of our services rely on the effort and generosity of volunteers in a number of roles including administration, catering, driving, event support, fundraising, gardening, and peer mentoring to name a few. Support from volunteers has continued to grow over the past year and is increasing again post pandemic.

Over the past year our volunteers have had a significant impact on the delivery of our services. Over 70 people have volunteered to work us, with 20 of our services across Adferiad benefitting from their support. The most popular volunteering scheme has been the Appropriate Adult service, which supports vulnerable people who have been arrested through police interviews and other formal procedures. In addition to this, we have also formed good relationships with universities across Wales, providing students with the opportunity to gain valuable experience in their fields of study. One such agreement with Cardiff University Law school has been received very well with tutors and the student body alike. As such this scheme has been renewed for the 2022 – 2023 academic year.

We are extremely grateful for our volunteers' contributions, and we will continue our investment in this invaluable resource in the future.

Adferiad Recovery is pleased to hold Investors in Volunteers status. This prestigious kitemark demonstrates that our approach to volunteers and volunteering is backed by high-quality processes and makes Adferiad Recovery one of only a few dozen organisations in Wales entitled to use the Investors in Volunteers badge.



One Year in Numbers

From April 1st 2021 CAIS, Hafal, WCADA and Adferiad Recovery CIO joined together to become Adferiad Recovery. It's been a busy year for us, so here's an overview of how we did!

15,916

Clients supported
this year alone

415,000

Twitter visits



258,300

WEBSITE HITS



32,000

social media
followers



Have had over
100,000
engagements
with clients



That's an
engagement
every
5 minutes!



138

Total
Services

Services in
22
Counties

24

New / extended
Services

76

Volunteers
Supporting
Services

1,847,600+
people reached via
social media



246

New Members of
Staff



Over the past year,
volunteers have dedicated

4,467

hours of their time to
Adferiad



£2,700,000
worth of new
services



1709
people signposted
to services last year!



9.6

new referrals per day

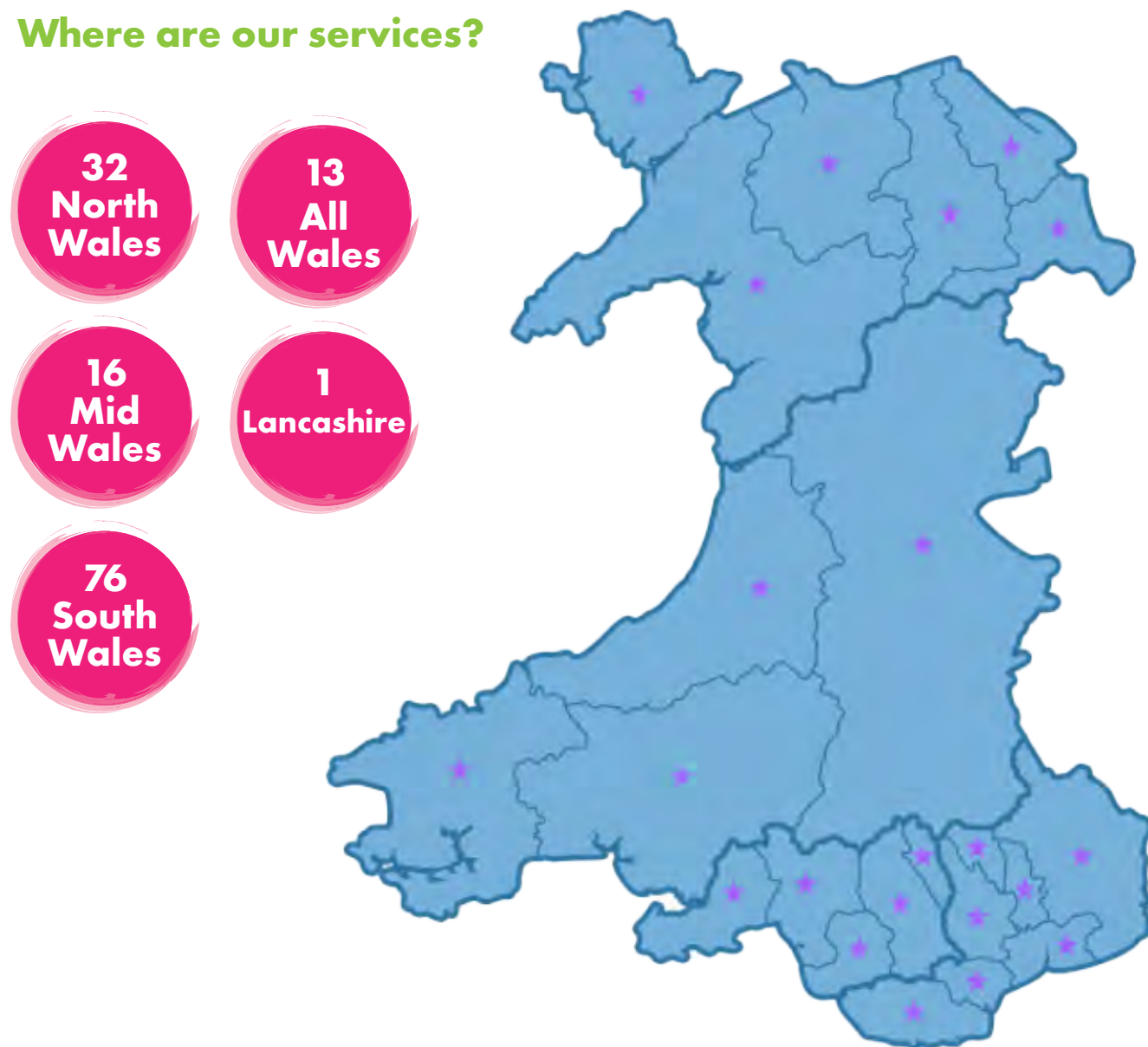


Our Services

Over the course of the year, Adferiad Recovery delivered **138 contracts** for commissioners in government, health, local authorities and elsewhere, and provided a wide and diverse range of interventions for individuals in need, including:

- ◆ **Mental Health support**
- ◆ **Substance Misuse support**
- ◆ **Help with unemployment**
- ◆ **Support for children and young people**
- ◆ **Support for carers, and much more!**

Where are our services?



I Can Work

I Can Work is a service originally commissioned by the Betsi Cadwaladr University Health Board for those who have mild to moderate mental health conditions who are looking to gain employment. Originally the service was commissioned up to the 31st of March 2020, and has been extended through into 2022/2023.

In 2021/2022 we had 312 referrals, delivered almost 2,000 hours of support, and achieved 287 employment outcomes, and this work further demonstrates both Adferiad's expertise in this area but also the need for people to find a productive and rewarding way to contribute to society where they are able.



"Since getting into contact with I Can Work, I have accepted a job offer. My outlook is brighter, and I am feeling optimistic about my capabilities and potential."

15

Housing Support Contracts delivered this year

Support delivered to over

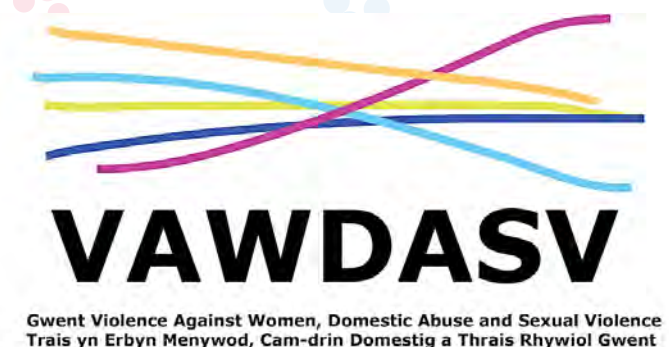
400
clients

Housing Support Grant

During the year, Adferiad Recovery delivered 15 Housing Support Grant contracts in Ynys Môn, Gwynedd, Conwy, Denbighshire, Flintshire, Wrexham, Cardiff, Powys, Carmarthenshire, Bridgend, Neath Port-Talbot, and Pembrokeshire. Over 70 clients accessed the supported accommodation service from more than 40 move-on properties. We also delivered several floating support contracts to over 400 clients in their own homes.

Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV)

Adferiad Recovery were successful during 2021/2022 in gaining capital funding from the Office of the Police and Crime Commissioner to purchase and renovate a property for the support of individuals who have been affected by VAWDASV. Alongside the purchase of the property, Conwy County Borough Council agreed to fund revenue support costs via the HSG. The project is delivered in partnership with Hafan Cymru.



Our Services

Cyfle Cymru

Cyfle Cymru is a service which helps people with substance misuse issues and/or mental health conditions into work, education or training. Cyfle is delivered by members of the DACW (Developing A Caring Wales) Consortium: Adferiad Recovery, Barod, Kaleidoscope & Safer Wales.

Supported by the European Social Fund through the Welsh Government's Out of Work Service, the programme builds on our considerable success in the delivery of effective peer mentoring interventions. Through mentoring, training, employment support and volunteering, Cyfle Cymru aims to help people with experience of substance misuse and mental health difficulties get into or closer to work.

1,272 supported into employment

Peer mentorship is also a cost-effective approach. Cyfle Cymru's most recent SROI (Social Return on Investment) results indicated that for each £1 of value invested into the service, more than £6 is invested back into the Welsh economy. Since launch, Cyfle Cymru peer mentoring service has created over £6,174,000 in value!

2,495 gaining work or volunteering experience

From the commencement of the project in August 2016 to the end of March 2021, Cyfle Cymru has attracted 13,000 registrations across the five lot areas. Over 268,570 hours of support have been delivered, nearly 15,000 accredited and non-accredited qualifications have been awarded since the programme began and 1,272 people have been supported into employment, with 2,495 gaining work or volunteering experience.

Over 268,570 hours of support delivered

We were successful in securing an extension to the service until August 2022. This service will be recommissioned, and it is a priority for Adferiad Recovery to continue this work both from a mission perspective and for the future of the staff team, many of whom have been on the journey with us through the project.

Young Persons' Services

Adferiad Recovery delivers a range of young persons' services to clients with experience of the criminal justice system, mental health and substance misuse throughout Wales. Our Powys Young Persons' Substance Misuse Service (YPSMS) is available to young people, typically under 18 years old, who are experiencing problems with substance misuse, and our Early Intervention in Psychosis services across Wales support young people and their siblings through what can be frightening times for the whole family.

Through our partnership with Mental Health UK, we have delivered 419 sessions of support through our Bloom and Your Resilience programme to both young people and the schools and colleges they attend. We also developed a programme in 2020/2021 to support young people referred to specialist mental health services and were delighted to continue that into 2021/2022.

Military Veteran Programmes

Our work with veterans continues across Wales with both delivery of direct support and peer mentoring through Change Step and by supporting local groups and new organisations as a Strategic Partner in the Armed Forces Covenant Fund Trust's 'Positive Pathways Programme'. Part of the Veterans' Mental Health and Wellbeing Fund, the Positive Pathways programme funds projects that develop and run activities supporting the mental health and wellbeing of ex-Forces, encouraging veterans to get out and get active. As part of this programme, Adferiad Recovery supports smaller organisations to apply for project funding and supports successful applicants to deliver on their objectives.

Criminal Justice Services

Adferiad Recovery continues to work in this challenging space both through local services such as Ty'n Rodyn, Ty Adferiad, and our work with the St. Giles Trust, and through our Appropriate Adult Service to South Wales, Dyfed Powys, Gwent Police Force areas.

Inpatient and Residential Services

Hafan Wen, our purpose-built detoxification and treatment centre, is located on the campus of the Wrexham Maelor Hospital and provides services for patients from north Wales through a long-term agreement with Betsi Cadwaladr University Health Board. Hafan Wen as a specialist medically managed unit also provides high intensity support to patients from across the UK and beyond.

Salus, our detoxification and treatment centre with beautiful grounds in Lancashire, continues to provide high quality support and we plan to further develop this site in 2022/2023 to provide greater capacity having been successful with a number of tenders to provide inpatient care for authorities across England.

Parkland Place opened its doors in 2018 and is performing well with both statutory contracts and private paying clients.

Gellinudd Recovery Centre, our mental health hospital in Pontardawe, changed focus in 2021/2022 to become a service for women with complex and multiple needs. The occupancy rate remains low but we anticipate this will improve into 2022/2023 as the Centre offers a quite unique service.

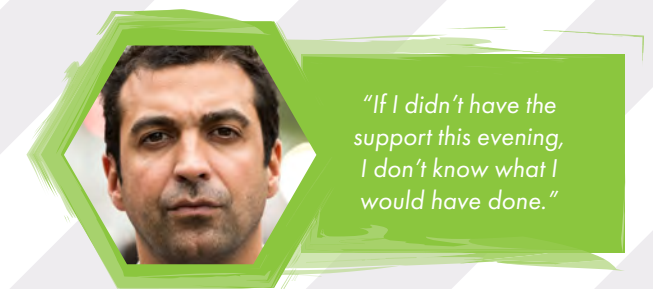
Across our Inpatient and Residential Services, we have supported over 960 clients and provided 13,478 bed nights.

Ty Adferiad

Ty Adferiad is a six bed, supported accommodation project for women with complex needs. Based in Porthmadog, it operates 24 hours a day, 7 days a week and is the only service of its type in Wales. The service aims to support its occupants through a variety of issues such as housing, employment, training, education, offending behaviour and social isolation. Support is identified and provided through utilising an integrative, person-centred approach, with coordination from local housing providers and specialist agencies to compliment this.

Crisis Sanctuaries

Adferiad Recovery provides a number of such services including those in Aberystwyth and Swansea, and in partnership with Llanelli Mind in Llanelli. The Swansea Sanctuary provides support for those people in a crisis from 6pm to 3am seven nights per week, and the Aberystwyth Sanctuary also provides a crisis bed for people who may need additional support overnight.



"If I didn't have the support this evening, I don't know what I would have done."

The Deputy Minister for Mental Health and Wellbeing visited the Swansea Sanctuary in summer 2021 and spoke with people who had used the service, hearing how the service had been of huge benefit to them and also helped reduce their dependence on statutory emergency services. The Swansea Sanctuary being the most intense such service in Wales has received 1,287 referrals to date, staff have made 1,023 support calls, and over 100 clients in acute crisis have received a direct face-to-face service with universally positive feedback.

New Developments

Highlights of 2021 - 2022

Delivering a Black and Minority Ethnic Social Navigation service in Cardiff, in collaboration with Lloyds Banking Group

Developing our expertise shown in the Beat the Odds project, we are working with Gamble Aware on two new projects worth over £1million

Working with the Armed Forces Covenant on our Places, Pathways, and People Programme providing support to veterans in Wales.

Launching a pilot Early Intervention in Psychosis Project in Cwm Taf

Launching a new Crisis Sanctuary Service in Aberystwyth

Launching a new Housing First project in Bridgend providing intensive support to those with complex needs to secure a tenancy

Retaining important existing contracts such as our Substance Misuse Supported Accommodation in Pembrokeshire (Northgate House)

Welsh Government Extended our COVID-19 Recovery projects

Providing Housing related Support for CYP in Powys

Retaining our place on the National Collaborative Framework for Adult MH Hospitals

Service in Focus Housing First

Adferiad Recovery were successful in a new Bridgend Housing First tender, with support starting on the 1st January 2022. The Bridgend Housing first service is a new service for Adferiad. We work closely with landlords and the local authority to help people find a permanent home quickly. Ongoing support is then put in place to help them settle in and maintain their new home. In almost all cases, our clients will be vulnerable and often have a history of entrenched rough sleeping.

Within the first few months of delivery, Adferiad were successful in securing additional funding to add provision to our contract to deliver Housing First for Youth,

specifically supporting vulnerable children and young people into safe accommodation.

The support needs of the service users includes but is not limited to:

- involvement with the criminal justice system
- mental health/undiagnosed mental health issues
- substance misuse issues
- co-occurring issues

Our Campaigns

Talk to Adferiad

Our campaign activity for the first year of operation focused on ensuring the new organisation was fully informed by our beneficiaries as to the direction for the coming years. Our patron, Michael Sheen kindly led the process, "Talk to Adferiad", where we held both a national online conversation plus 24 local events involving all our stakeholders across Wales and beyond. This campaign provided us with the ambitions, values, and campaigning challenges that we continue to develop into 2022/2023. Work on developing an organisational strategy commenced following the campaign with a three-year strategy for 2022-2025 to be approved by Trustees in 2022.

The "Talk to Adferiad" campaign engaged thousands of stakeholders including over 1000 members, 5000 service users and carers using Adferiad Recovery's services. When asked what priorities Adferiad Recovery should adopt in the coming years, participants said the charity should;

- ◆ Develop holistic services
- ◆ Be a workplace of choice
- ◆ Be the voice of people affected by mental illness and addiction

When asked what specific services Adferiad Recovery should be developing, participants said priorities should include;

- ◆ Befriending services and social groups
- ◆ Information and advice
- ◆ Services for people with co-occurring diagnoses

The overall message from stakeholders was clear, highlighting that;

- ◆ All services for people with mental health, addiction or co-occurring problems need to be integrated, in order to be able to provide optimum support
- ◆ There is a need for improved rights to timely, well-resourced and patient centred services for the charity's client group
- ◆ The stigma surrounding addiction, mental health and co-occurring diagnoses urgently needs to be addressed



**Our Patron -
Michael Sheen**

Our Campaigns

Only Human

Last year, we ran our “Only Human” campaign which aimed to tackle the stigma associated with substance-use (such as alcohol, cigarettes, or drugs) and behavioural addictions (such as gambling, gaming, or shopping). Led by individuals with lived experience of addiction, the campaign aimed to raise awareness about the harmful consequences of addiction-related stigma and encourage people to question their beliefs about addiction and the people who experience it.

People suffering from addiction are often unfairly labelled or stereotyped which creates division between them and non-stigmatised people in the community. This division leads to discrimination or harmful stigma and can become internalised, resulting in feelings of shame, low self-esteem, or worthlessness. Unfortunately, self-stigma presents a major barrier to seeking treatment, and individuals often feel they are left with no other choice than to retreat further into their addiction where the cycle continues. Adferiad Recovery is committed to challenging the way that society views addiction by creating a dialogue, breaking down addiction-related stigma, and supporting individuals in overcoming their conditions.

Throughout the summer, Adferiad Recovery’s local teams hosted 23 campaign events across Wales and in Lancashire, providing people with opportunities to engage with the campaign. As part of the campaign, we developed our Only Human survey to provide insight into people’s lived experience of addiction-related stigma and gathered suggestions on how we could best overcome stigma and support people struggling with addictions. The Only Human campaign was launched in Neath Port Talbot on May 11th of 2022 and concluded with Adferiad Recovery’s annual Mental Health Day event at the Senedd on October 13th.



Our Partners

The Charity has extensive relationships with various partners and stakeholders in the pursuance of its charitable goals and for the benefit of its client group. Adferiad Recovery actively and collaboratively works with the Welsh Government, Local Health Boards, Local Authorities, Community Drug and Alcohol Services, Area Planning Boards, Department for Work and Pensions, young person's commissioners, offender management providers, housing associations, universities, colleges and various independent charities and voluntary councils including other agencies providing services for veterans.

Adferiad Recovery works closely with the Wales Alliance for Mental Health in Wales and with Rethink, Mindwise (Northern Ireland) and Support in Mind Scotland as part of Mental Health UK (Adferiad Recovery's Chief Executive is a Trustee of MHUK) and with other similar charities across the British Isles on both a bespoke basis and also as a member of the Mental Health Alliance. Adferiad Recovery is a member of the Global Alliance for Mental Illness Advocacy Networks (GAMIAN) and is represented at Board level.

Adferiad Recovery is a member of Developing a Caring Wales (DACW), a Welsh Consortium providing a complete range of services for people affected by alcohol and drug misuse and mental health difficulties.

Adferiad Recovery also continued our partnership with Mind Cymru in the delivery of the Time to Change Wales programme which challenges, educates, and addresses stigma and discrimination in mental health. The success of this programme will be developed further in 2022/2023 as part of our campaign to challenge the stigma surrounding addictions.





Looking Forward

Post pandemic there are clear indications that the current system of health and social care provision in the UK is under severe pressure. While there are additional funds and resources flowing into the system, the ability to recruit staff, address the financial pressures of inflation, poverty, and fuel price rises, and encourage people to return to face-to-face contact pose significant challenges for us all. In addition, the impact of Brexit is being felt both from an employment perspective and now, more specifically to Adferiad Recovery, with the ending of the Wales European Structural Funds (ESF). This funding has provided significant support for our beneficiaries through Cyfle Cymru and Active inclusion programmes and has led to many people gaining work experience, education and training, whilst empowering clients to change their lives and gain economic independence.

We are hopeful that the Welsh Government will continue to support such programmes but recognise that we must be agile and seek alternative sources of funding to ensure that our mission continues.

Adferiad Recovery remains committed to partnership working within the statutory and voluntary sector in pursuance of the best possible service to our client group. Partnerships allow Adferiad Recovery to:

- ◆ **Form joint working relationships to develop shared approaches**
- ◆ **Increase awareness of Adferiad Recovery**
- ◆ **Share best practice with other third sector organisations**

We will also continue to invest in our partnership with Mental Health UK, Gamian, and other alliances to ensure the voice of our beneficiaries is heard.

Overall, Adferiad Recovery seeks to consolidate its position through prudent financial and operational management. We will continue to provide an effective, caring and dedicated enhanced service to those people seeking the charity's help.

To strengthen its independence from a relatively small group of funders, the charity is also seeking to develop services which are not directly commissioned, but which fall within its mission. Initiatives include the acquisition of dwellings for rent by disadvantaged individuals, the expansion of CAIS Social Enterprises and the development of a property renovation programme.

The cost of living crisis and the increasing energy price burden will impact heavily on both our beneficiaries and our staff. We are committed to becoming registered as a Living Wage Foundation employer across our services and in 2022/2023 we will take this forward. We will also engage with partners who share our concern in respect of those in poverty and we will build upon Adferiad Recovery's Promise that no-one in our beneficiary group need be alone.

During the pandemic, Adferiad Recovery demonstrated our ability to flourish in adversity and we believe wholeheartedly that this is now a key time for the Charity to develop, engage with the under pressure statutory sector and government to offer a beneficiary centred, cost effective and outcome focused approach.

Financial Review and Statements

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

INCOME AND ENDOWMENTS FROM	NOTES	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	2022 TOTAL FUNDS £	2021 TOTAL FUNDS £
Donations & Legacies	2	169,895	-	169,895	6,626
Charitable Activities					
Community Services		14,991,117	4,750	14,995,867	6,387,084
Residential Services		7,135,576	65,365	7,200,941	3,391,480
Investment Outcome	3	(7,684)	-	(7,684)	(9,268)
Other Income		5,094,487	1,092,540	6,187,027	184,332
Total		27,383,391	1,162,655	28,546,046	9,960,254

EXPENDITURE ON

Charitable Activities	6				
General		-	-	-	-
Community Services		13,379,058	10,817	13,389,875	5,662,794
Residential Services		7,817,881	264,209	8,082,090	4,016,582
Governance		520,404	-	520,404	170,038
Total		21,717,343	275,026	21,992,369	9,849,414

NET INCOME		5,666,048	887,629	6,553,677	110,840
-------------------	--	-----------	---------	-----------	---------

Other recognised gains/(losses)

Actuarial gains on benefit schemes		549,000	-	549,000	49,000
Net movement in funds		6,215,048	887,629	7,102,677	159,840

RECONCILIATION OF FUNDS

Total funds brought forward		1,055,431	335,989	1,391,420	1,231,580
-----------------------------	--	-----------	---------	-----------	-----------

TOTAL FUNDS CARRIED FORWARD		7,270,479	1,223,618	8,494,097	1,391,420
--	--	------------------	------------------	------------------	------------------

	NOTES	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	2022 TOTAL FUNDS £	2021 TOTAL FUNDS £
Fixed Assets					
Tangible assets	12	7,797,545	191,728	7,989,273	2,288,381
Investments	13	2	-	2	2
Total		7,797,547	191,728	7,989,275	2,288,383

Current Assets

Debtors	14	3,666,260	-	3,666,260	1,627,511
Cash at bank		4,187,860	1,031,899	5,219,749	2,514,754
Total		7,854,120	1,031,889	8,886,009	4,142,265

Creditors

Amounts falling due within one year	15	(5,701,445)	1	(5,701,444)	(3,371,216)
-------------------------------------	----	-------------	---	-------------	-------------

NET CURRENT ASSETS		2,152,675	1,031,890	3,184,565	771,049
---------------------------	--	------------------	------------------	------------------	----------------

TOTAL ASSETS LESS		9,950,222	1,223,168	11,173,840	3,059,432
--------------------------	--	------------------	------------------	-------------------	------------------

CURRENT LIABILITIES

Creditors

Amounts falling due after more than one year	16	(1,806,049)	-	(1,806,049)	867,012
--	----	-------------	---	-------------	---------

Provisions for liabilities	19	(925,694)	-	(925,694)	334,000
-----------------------------------	----	-----------	---	-----------	---------

Pension asset/(liability)	21	52,000	-	52,000	467,000
----------------------------------	----	--------	---	--------	---------

NET CURRENT ASSETS		7,270,479	1,223,618	8,494,097	1,391,420
---------------------------	--	------------------	------------------	------------------	------------------

Funds	20				
--------------	----	--	--	--	--

Unrestricted funds				7,270,479	1,055,431
--------------------	--	--	--	-----------	-----------

Restricted funds				1,223,618	335,989
------------------	--	--	--	-----------	---------

Total funds				8,494,097	1,391,420
--------------------	--	--	--	------------------	------------------