ADFERIAD RECOVERY LIMITED

England & Wales · Charity number 1039386

Details

Other names	CAIS LIMITED, CYNGOR ALCOHOL INFORMATION SERVICE LIMITED, CAIS
Status	Registered
Legal form	Charitable company
Company number	02751104
Registered	1994-07-12
Register	View on the Charity Commission register

Contact

Address	Adferiad Recovery Ltd Ty Dafydd Alun 36 Princes Drive Colwyn Bay Clwyd LL29 8LA
Phone	01492 863000
Email	info@adferiad.org
Website	www.adferiad.org.uk

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Activities

Objects: 2 The charity's objects are specifically restricted to the following for the public benefit: 2.1 to relieve people in need and their families, dependants and/or carers, where such need is due to disadvantages including: 2.1.1 addiction and other dependencies, including alcohol and drug misuse and gambling; 2.1.2 mental and physical ill health, with a particular focus on serious mental illness, poor psychological and emotional well-being, learning disabilities, and the effects of high-pressure work environments (including in particular the military and emergency services); 2.1.3 age; 2.1.4 having been offenders and/or being at risk of offending; 2.1.5 social exclusion; 2.1.6 poverty; 2.1.7 having complex and/or co-occurring needs across one or more of the preceding categories; by means including (but not limited to):2.1.8 the provision of treatment, care, advice, advocacy, support, information and counselling to such persons; 2.1.9 assistance in the rehabilitation and recovery of such persons; 2.1.10 the reduction or prevention of harms and the causes of harms associated with such need, including by the provision of interventions and other treatment; 2.1.11 the provision of training and employment opportunities; and2.1.12 working with and in the communities where such need is identified to alleviate any disadvantage, inequality, prejudice and discrimination contributing to such need. 2.2 to advance the education: 2.2.1 and training of any person in the care or treatment of people in need as described in Article 2.1; and2.2.2 of the public in all aspects of such need including the manner by which it is both caused and alleviated.

Activities: Adferiad Recovery empowers positive change in the lives of people facing complex health conditions and challenging social circumstances, people who are seldom seen and seldom heard, through a range of services, campaigns, and support delivered by skilled and experienced staff and volunteers.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Accommodation/housing, Economic/community Development/employment, Armed Forces/emergency Service Efficiency
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** WALES AND THE MARCHES
- Lancashire
- Throughout Wales

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£27,771,116	£27,262,181	£11,183,673	692
2024-03-31	£24,729,054	£23,750,096	£10,278,038	648
2023-03-31	£25,281,340	£24,955,440	£9,428,997	652
2022-03-31	£28,546,046	£21,992,369	£8,494,097	673
2021-03-31	£9,960,254	£9,849,414	£1,391,420	251

Trustees

Name	Role	Appointed
Alison Jane Hourihane		2024-09-18
Clive Edmund Wolfendale		2020-07-08
Dean Pulling		2021-04-01
Dr DYFRIG MORGAN AP DAFYDD		
Dr Sondra Prunella Butterworth		2024-12-04
Howard Jones		2021-04-01
Karen Jayne Ozzati		2022-03-23
Professor Jonathan Brewster Hunt		2024-06-19
ROBERT CLEDWYN WILLIAMS		
Rev Sue Northcott		2021-04-01
Rhian Gibson		2024-09-18
Richard Owen		2021-04-01
Samina Khan		2022-12-14
Sharon Barbara Warrington		2024-09-18
Simon Paul Green		2014-05-28
Wyn Thomas		2024-12-04

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ADFERIAD RECOVERY LIMITED

England & Wales - Charity number 1039386

Accounts

Charity registration number 1039386 (England and Wales)

Company registration number 02751104

ADFERIAD RECOVERY LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

ADFERIAD RECOVERY LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Clive Edmund Wolfendale (Vice Chair)	
	Mr Howard Jones (Vice Chair)	
	Mr Simon Paul Green (Honorary Treasurer)	
	Dr Dyfrig Morgan Ap Dafydd	
	The Right Rev. John David Edward Davies	
	Prof. John Hunt	(Appointed 19 June 2024)
	Mrs Samina Khan	
	Rev Susan Northcott (Chair)	
	Prof. Richard Owen	
	Mrs Karen Jayne Ozzati	
	Mr Dean Pulling	
	Mr Robert Cledwyn Williams	
	Ms R Gibson	(Appointed 18 September 2024)
	Dr S P Butterworth	(Appointed 4 December 2024)
	Mrs A J Hourihane	(Appointed 18 September 2024)
	Mr W Thomas	(Appointed 4 December 2024)
	Mrs S B Warrington	(Appointed 18 September 2024)
Secretary	Mrs M Williams	
Charity number (England and Wales)	1039386	
Company number	02751104	
Principal address	36 Princes Drive Colwyn Bay Conwy LL29 8LA	
Registered office	36 Princes Drive Colwyn Bay Conwy LL29 8LA	
Auditor	Champion Accountants LLP 2nd Floor Refuge House 33-37 Watergate Row Chester CH1 2LE	

ADFERIAD RECOVERY LIMITED

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ADFERIAD RECOVERY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting polices set out in note 1 to the financial statement's and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by charities: Statement of Recommended Practice applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities
ADFERIAD RECOVERY aims to make positive changes in the lives of people affected by drugs, alcohol, 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.

The following objects are listed within the Charity's governing document:
To relieve people in need and their families, dependants and/or carers, where such need is due to disadvantages including:

1. addiction and other dependencies, including alcohol and drug misuse and gambling;
2. mental and physical ill health, including serious mental illness, poor psychological and emotional well-being, learning disabilities, and the effects of high-pressure work environments (including in particular the military and emergency services);
3. age;
4. having been offenders and/or being at risk of offending;
5. social exclusion;
6. poverty;
7. having complex and/or co-occurring needs across one or more of the preceding categories;

We achieve this through the following aims and objectives:

a) Safety will be at the heart of all we do. We will do our utmost to ensure the security, well-being and comfort of our clients. We will take all reasonable steps to protect and safeguard all who work for and with Adferiad Recovery.
b) We will assist each other in reaching personal goals, in realising creative potential and in striving for excellence. We will aspire for everyone in Adferiad Recovery to have a positive regard for their work and colleagues.
c) We will preserve the core values and mission of Adferiad Recovery, always subordinating personal and commercial advantage to our charitable goals. We will be reliable and trustworthy in all our dealings.
d) We will seek to meet and surpass the expectations of commissioners and clients. We will develop and maintain systems and processes that do not fail. We will address short-comings quickly and with good grace.
e) We will incorporate the needs and views of service users in the planning and delivery of all our provision. We will value and support those who volunteer to assist us. We will strive to understand and meet the needs of different communities who seek our services. We will operate through the medium of both Welsh and English.
f) We will maximise the use of our assets and minimise the cost of our overheads. We will actively seek partnership and collaboration in the interests of service improvement. We will assess and monitor the environmental consequences of our work, reducing the impact wherever possible.

Trustees developed these new Objects which have been approved by the Charity Commission to better reflect the needs of our beneficiaries and the ambition, mission, and future of Adferiad Recovery.

Significant activities

Adferiad Recovery's activities continue to focus on enhancing the quality of existing service provision whilst seeking to develop both geographically and by offering new service models. Our services are diverse, and we operate in every local authority area in Wales whilst providing services for people from across the UK and beyond in our residential services.

Our hospital and residential schemes deliver in-patient detoxification, and rehabilitation. Our community services include housing related support, therapeutic interventions, counselling, support, advice, family and carer services and training. We operate in the publicly managed prisons in Wales, provide national financial advice through the Mental Health and Money Advice Service delivered within our role as Mental Health UK partners in Wales.

We support the voice of our Members and beneficiaries in consultations, debates, and policy matters, and campaign for a Rights Affirming Approach for all.

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 of Work and Pensions primes, 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.

Public benefit

To further its objects, the Charity will:

- Provide treatment, care, advice, advocacy, support, information, counselling, and services of the highest standard to those experiencing mental health problems, substance misuse problems, and those with co-occurring and complex needs, or illness or disability of any kind, and their families and carers.
- Challenge discrimination through education and training.
- Strive to reduce or prevent harms and the causes of harms to our beneficiaries to include the provision of interventions and other treatment
- Campaign nationally and locally for high quality care, including both acute and long-stay services.

The Charity provides a wide range of services through a number of local projects and groups, supported by members and volunteers together with staff employed in operational and functional departments at local and national level. Adferiad Recovery's charitable activities are all undertaken to further its charitable purposes for the public benefit. The guidance contained in the Charity Commission's general guidance on public benefit has been referred to when reviewing Adferiad Recovery's aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

Specific activities are detailed within the following 'Achievements and Performance' section, which are offered free of charge at the point of delivery.

Achievements and performance

Charitable Activities

During the fourth year of operation as the merged Charity to 31st March 2025, Adferiad Recovery supported more than 35,000 clients in core services - including substance use, mental health, veterans, supported housing and homelessness, recovery and addiction, gambling, volunteering, criminal justice, domiciliary care, training and employment programmes.

Over the course of the year, Adferiad Recovery delivered over 150 contracts for commissioners in government, health, local authorities and elsewhere, and provided a wide and diverse range of interventions for individuals in need. In addition, we were successful in developing a further 28 new services or expansion projects. Services were delivered throughout Wales as well as in Lancashire, by Adferiad Recovery and its subsidiaries.

Through Cyfle Cymru, Adferiad lead the delivery of the Welsh Government's 'Out of Work' Service in five of the seven Welsh health board areas this includes:

- Lot 1 – North Wales
- Lot 3 – Dyfed
- Lot 4 – Swansea Bay
- LOT 6 – Powys
- Lot 7 – Cardiff and the Vale of Glamorgan

We are pleased to report that this contract was extended from March 31, 2025 until August 31, 2026.

Adferiad measures the success of its activities through contract monitoring and management arrangements to ensure achievement and compliance which includes service feedback from service users and carers receiving Adferiad services.

Adferiad's internal Quality Standards audits are conducted annually and are self-evaluated across all services. External validation of these standards is demonstrated through the achievement and ongoing maintenance of ISO 9001:2015 (Quality Management System) and ISO 14001:2015 (Environmental Management System) certifications. These accreditations were externally audited and successfully revalidated in March 2025. In addition, Adferiad holds Centre recognition from Agored Cymru.

Adferiad is also subject to inspection by the Care Inspectorate for Wales for registered domiciliary care services and Parkland Place as a residential unit, Healthcare Inspectorate Wales which routinely audits and inspects the service at Hafan Wen in Wrexham, and the Care Quality Commission for our service in Lancashire. Inspection reports are available on their websites but some feedback from recent reports is included below.

CIW Inspections were completed on two of the Adferiad Registered Services in 2024/25.

1. Adferiad North Wales Domiciliary Support Services was inspected on the 10th June 2024 there were no non-compliance or improvements found. The inspector said, "Management is passionate about the service they provide and ensure people receive consistent, and timely care of a high standard".
2. Adferiad Parkland Place was completed 29th July 2024, with no non-compliance or improvements identified. Comments received include, "The service offers a relaxed atmosphere, within luxurious surroundings. This promotes well-being and positivity, which is pivotal to people's progress and recovery".

Adferiad Recovery continues to be a leader in the provision of support for people experiencing Gabling harms. The complex needs residential pathway for Gambling harms is now a stand-alone offer and has been extended until March 2026, talks are ongoing with Public Health Wales around future funding, this is due to the announcement of the Statutory levy being collected from operators to fund Research, Education and Treatment. The current consensus is that treatment will be extended for a further 2 years under the adopt, adapt, transform model used by NHS. Adferiad are the secretariat for the Cross-Party Group on Gambling Harms in the Senedd, and we have an invitation to the All-Party group on Gambling in Westminster. The Women's Awareness project is in its second year with drop in's available in Colwyn Bay and Bangor, there have been a series of videos launched to help promote the service. Further funding to continue the women's awareness project are currently being investigated with potential funding from GREO. As part of the National Gambling Support Network we have spoken about are gambling services at conferences in London, Harlow and Southend. Adferiad were represented at the Ethical Gambling Forum in Gibraltar, and we have put a proposal together to speak at the 2026 conference.

2024 Campaign – 'Let's Get Physical – Whole Health, Whole Loves, Whole Picture'

Revisiting Let's Get Physical – Ten Years On

In 2014, Adferiad launched the first "Let's Get Physical" campaign – a bold, trailblazing effort to tackle the stark health inequalities facing people with serious mental illness. The campaign made history by putting physical health front and centre in the mental health conversation. It reached every county in Wales and left a lasting impact, helping shape care plans that took a more holistic view of people's needs.

A decade later, in the summer of 2024, we reignited the campaign under the banner "Whole Health, Whole Lives, Whole Picture", with a renewed mission to improve physical health outcomes for those facing both mental health and substance use challenges.

This time, the campaign went further—building on the original ambition and responding to alarming new data showing people with serious mental illness continue to live 15–20 years less than the general population, often due to preventable physical conditions. We knew that the gap wasn't just persisting—it was growing—and that we needed to act. The Campaign was launched in Carmarthen by Mark Drakeford MS, and Eluned Morgan MS.

Throughout 2024, we took the campaign on the road again, holding 9 large-scale community events across Wales, offering over 350 free health checks, and reaching more than 1,000 people, including 10 elected representatives. Attendees received checks for blood pressure, glucose, BMI, and more, with results recorded in personal health booklets to take to their GP. From interactive cooking demos to invigorating fitness activities, we made physical health engaging, practical, and empowering.

The campaign uncovered powerful insights:

- 32% of people had high blood pressure – nearly double the 2014 figure.
- Attendees with mental health or substance use issues had significantly higher BMIs than those without.
- Prostate screening uptake among men remained low, with nearly 40% of eligible men never having had a check.
- While 98% were registered with a GP, nearly a quarter hadn't seen one in over a year.

Despite these challenges, the impact was encouraging:

- **94%** said the campaign encouraged them to be more active.
- **89%** improved their diet.
- **84%** felt better informed on staying physically well.

The message was clear: health inequalities remain a major concern, but targeted, person-centred, community-based interventions like "Let's Get Physical" can and do make a difference. The campaign ended with a strong call to action: urging Health Boards and Local Authorities to embed physical health care into all services for people with mental illness or substance use challenges, to provide regular checks, monitor side effects of medication, and better support carers. We also demonstrated that key health checks can be successfully delivered outside of clinical settings, offering a model that others across Wales can adopt. The findings and report was officially launched in the Senedd by the Minister for Mental Health & Wellbeing, Sarah Murphy on World Mental Health Day 2024.

Publications, Web Resources, Media, and Public Affairs

Adferiad Recovery's existing websites continued to be regularly updated with news and information;

Following a comprehensive review by Mental Health UK (MHUK), it was determined that usage and satisfaction levels of the Clic online peer support platform had significantly declined, largely due to reduced operating hours and evolving user needs in the post-pandemic context. As the platform was increasingly reliant on MHUK's unrestricted funds, and in light of shifting priorities and financial pressures, MHUK's Board of Trustees made the difficult decision to wind down Clic by the end of March 2025.

Adferiad Recovery's social media presence continued to grow significantly during 2024/25, serving as a key platform for highlighting the latest news, events, and advocacy work. Across all channels, our total social media reach exceeded 609,000, reflecting the impact of our expanded and more strategic approach to digital engagement. Our Facebook reach more than doubled, with the top-performing post—a ketamine factsheet—seen 68.5K times, and the *Lorraine* segment post reaching 30.7K views. The BBC News Article reach was more than 1.8 million and Instagram saw a 636% increase in reach in Q4, with Only Human-related content accounting for 56% of all engagement that quarter. Our website recorded 87,600 visits across the year, including a 231% spike in traffic on the day of campaign launch. Our Facebook reach more than doubled, surpassing 370,000 views, while Twitter/X visits decreased. New platforms including Instagram, TikTok, and LinkedIn contributed over 242,000 impressions, supporting a wider and more diverse audience. We now have a combined social media following of over 29,900, and our website attracted over 196,300 visits. This digital growth supported key campaigns throughout the year, including *Let's Get Physical*, *Only Human*, Recovery Month, Ketamine Awareness, Carers Week, and Time to Talk Day, using lived experience stories, staff interviews, and case studies to boost visibility. As part of our strategic review, we paused proactive activity on X (formerly Twitter) in response to reduced engagement.

Adferiad Recovery's public affairs, press, and social media work during 2024/25 has been far-reaching, strategically aligned, and more impactful than ever. Throughout the year, our campaigns, advocacy efforts, and lived experience storytelling secured wide coverage across national and local media, as well as significant digital engagement. Media highlights included appearances on BBC Wales Today, ITV Wales News, S4C's Newyddion 9, BBC Radio Wales, BBC Radio Cymru, and coverage in *WalesOnline*, *Western Mail*, and other press outlets. A key milestone was the launch of our 'Only Human' anti-stigma campaign, delivered in partnership with the family of the late celebrity *The Vivienne* and a London PR agency, which generated national and global media coverage across all major UK networks, including BBC Newsnight and ITV's Lorraine. We were also featured in media and press in the US and Australia. This campaign sparked a surge in digital engagement, particularly on Instagram, Facebook, and our website.

Adferiad's proactive and responsive approach saw us support numerous national awareness initiatives including *Time to Talk Day*, *Mental Health Awareness Week*, *Eating Disorders Awareness Week*, and *Debt Awareness Week*. Media interest has grown significantly, with multiple requests from This Morning, Good Morning Britain, The Guardian, Attitude Magazine, and international mentions in outlets such as *US Weekly*, *The Huffington Post*, *CBC*, and Australian media. The BBC News coverage alone reached 1.8 million viewers.

Our much-appreciated and well-attended Physical Wellbeing Days in Wrexham and Swansea once again brought together beneficiaries, staff, and partners for fun, friendly, and health-focused activities in 2024. These full-day events are designed to promote the benefits of physical wellbeing, exercise, social contact, and healthy eating – and are always highly contested and enjoyed by all.

The North Wales Physical Wellbeing Day on **12th June** saw more than **200 people** join us in Wrexham for a lively programme of activities. Attendees enjoyed free physical health checks, cooking demonstrations, and information from partner agencies promoting their services. The day created a vibrant community atmosphere, showcasing the value of staying active and making healthy choices.

Our South Wales Physical Wellbeing Day in Swansea on **12th September** welcomed over **150 participants**, including special guests from Swansea City Community Trust, Lee Trundle, and Andrew Jenkins. Activities ranged from our popular sporting challenges to informative dietician talks. We were delighted to work alongside our campaign partners – **Diabetes UK, Thrombosis UK, St Giles, Alcohol Change, Carers Wales, Royal College of GPs, Bipolar UK, and RCS** – who brought their expertise and enthusiasm to help make the day such a success.

This year saw our ILM cohorts develop their skills through a series of projects which reviewed our organisational systems and processes. These groups demonstrated the value of engagement across the organisation in seeking future leaders and we will continue to develop projects with these cohorts into 2025/26
Although not every service is detailed, a review of the most significant achievements and performance is summarised below.

Employment Programmes

Cyfle Cymru

Adferiad continue to lead the delivery of the large-scale Welsh Government funded 'Out of Work Service' across all five lot areas throughout Wales and directly delivers the Cyfle Cymru programme in North Wales, with Kaleidoscope in Powys, with Barod and Kaleidoscope in Cardiff and the Vale of Glamorgan, and with Barod in Swansea Bay and Dyfed. It remains the largest service ever delivered by Adferiad – in terms of both value and geographical spread.

The Welsh Government's Out of Work Service funds a programme which 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.

From the commencement of the project in October 2022 to the 31st March 2025, Cyfle Cymru has attracted more than 7,000 registrations across the five lot areas. Over 125,000 hours of support delivered, more than 8,500 accredited and non-accredited qualifications have been awarded since the programme began and 500 people have been supported into employment, with 1,400 gaining work or volunteering experience and 2,664 people received support for co-occurring needs.

Housing Support Grant
During 2024 – 25 Adferiad have provided 35 projects funded by Housing Support Grant (HSG) contracts. The contracts are across 12 Local Authorities: Wrexham, Flintshire, Denbighshire, Conwy, Gwynedd, Ceredigion, Pembrokeshire, Carmarthenshire, Merthyr Tydfil, Bridgend, Vale of Glamorgan and Neath Port Talbot.

We also provide Supported Accommodation projects such as Wrexham Supported Accommodation which is delivered across four houses and one cluster flat, supporting up to 20 occupants.

Adferiad successfully tendered for two new projects: -

1. Flintshire Housing 1st which commenced on the 1st January 2025

2. Denbighshire Collaborative in partnership with Stori with Adferiad as the Lead. This new service will commence on the 1st May 2025.

Two longstanding HSG services contracts in Denbighshire ended in 2024 – 25 as the commissioners took services in house.

Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV)

Adferiad Recovery were successful during 2024/25 in gaining capital funding from the Office of the Police and Crime Commissioner and the Welsh Government to purchase and renovate a two-bedroom property for the support of an individual and family who have been affected by VAWDASV. This is the fourth year we have received such funding.

Young Persons' Services

Adferiad delivers a comprehensive range of services for young individuals facing challenges related to mental health, substance use, and criminal justice across Wales. Our Young Persons' Substance Use services have supported 131 young people in Powys, and our SWITCH service in Neath Port Talbot supported 172 clients and received 120 new referrals for young people who are experiencing or are at risk of experiencing substance use issues. Additionally, our Early Intervention in Psychosis services provide crucial support to young people and their siblings during what can be a frightening time for the entire family. In 2024/25, the team supported 130 young people through this service.

Our CYP 24/7 supported accommodation in Merthyr Tydfil consists of five self-contained flats, providing support to young people who are care leavers and those needing lower-level support. This year, the team has successfully supported 10 young people in their journey towards independent living.

Through our partnership with Mental Health UK, we have delivered 300 engagement sessions through our Bloom and Your Resilience programme to 1,377 children and young people in various settings, including schools, colleges, CAMHS, sporting excellence pathways and community groups.

Therapeutic Services

2024/2025 saw extensions with our work with Rhyl City Strategy on the In Work Support Framework where we were successfully added to their framework for another year. Also, our work with BCUHB delivering counselling and adding CBT sessions to the offer for those on CAMHS waiting lists was extended, this has been incredibly successful for BCUHB and Adferiad, reducing waiting times for young people and achieving positive outcomes. Indications are that BCUHB will divert this funding to reduce wait times for ND assessments upon completion of our contract.

Inpatient and Residential Services

Hafan Wen - our purpose-built 25 bed 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. BCU currently block book 10 of our beds, with 15 beds allocated to Out of Area patients. Hafan Wen has become the site of choice for many of our Knowsley and Liverpool clients – part of the recently developed OHID Cheshire/Merseyside pathway – with keyworkers and clients preferring Hafan Wen and Parkland Place Lancashire over previous destinations such as Mersey Care's Hope Centre.

Hafan Wen as a specialist medically managed unit also provides high intensity support to patients from across the UK and beyond. Our most complex clients are often admitted to Hafan Wen. Hafan Wen is fast emerging as a centre of excellence for the treatment of ketamine addiction. This is due in part to expertise gained over the past 18 months to 2 years, during which time admissions for ketamine have steadily grown, now accounting for approximately 25% of our admissions across both BCU and OOA. Lead Nurse Katie Bryan has recently completed her master's dissertation on Ketamine, adding to our knowledge bank.

There are significant concerns over the state of the building at Hafan Wen, discussions are ongoing with BCUHB around the future commissioning of Hafan Wen with various options being explored.

Parkland Place Lancashire – our detoxification and treatment centre in beautiful grounds in Chorley continues to provide high quality support and we redeveloped 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. The service now offers 23 rooms of an extremely high standard of accommodation and care and 2024/2025 has seen occupancy challenges improve. Parkland Place Lancashire has established itself as a preferred service provider on the OHID Northwest framework, the OHID Cheshire/Merseyside framework, and has also become one of the lead IPD providers for Lancashire County Council, following the closure of the Pavilion in Summer 2024.

Adferiad now receive 75% of Lancashire County Council's IPD referrals, across both our Hafan Wen and Parkland Place Lancashire sites, amounting to spend of more than £1.25 million during 24/25 from this framework alone.

Parkland Place North Wales is a beautifully appointed 16-bed residential rehab facility, based on the outskirts of Colwyn Bay, in established park grounds. This site currently admits both private and statutory clients for rehabilitation, and covers a range of holistic, CBT-based treatments for alcohol dependency, substance use and gambling disorder. Our fully funded Gambling Harms pathway remains one of the UK's few dedicated residential services catering for gambling disorder, where this co-occurs with other complex co-morbidities.

The site has recently been further developed to include a new gym facility, with various subtle changes to rooms such as coffee machines etc. A conservatory conversion is currently underway to develop the site further. We have added Parkland Place North Wales to various statutory frameworks over the past year, including Lancashire and LA4 (Durham-led), meaning we can admit further clients for statutory residential rehab – with Gateshead currently being one of the main referrers.

Contract Landscape

We successfully bid to remain on a number of our largest, key referral frameworks for IPD and residential rehab over the course of 24/25.

Across our Inpatient and Residential Services, we have supported over 1,090 clients and provided 13,354 bed nights.

Crisis Sanctuaries

Adferiad continues to play a crucial role in supporting adult mental health through its Sanctuary Services across Ceredigion, Swansea, Neath Port Talbot and Carmarthenshire. During the 2024/25 reporting period, Adferiad's Sanctuary Services have demonstrated significant reach and impact: A total of 1,748 referrals have been received, staff have conducted 1,612 support calls, which are critical in providing emotional support, and guidance to those in need. For individuals experiencing acute crises, direct interaction is often necessary, Adferiad has provided 451clients with face-to-face support serving as a lifeline for many, offering comfort and practical advice during times of distress.

Adferiad worked in partnership with SBUHB CAMHS to continue developing the CYP Sanctuary in Llansamlet, Swansea by providing essential mental and emotional support to children and young people across the region. During 2024/25 Adferiad provided 201 engagements with young individuals.

Volunteering

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.

Many of our services rely on the effort and generosity of volunteers. This year, 96 volunteers committed 3,600 volunteering hours, a contribution for which we continue to be very thankful.

Change Step, Adferiad's Veterans Services

Change Step offers effective support for veterans, their families and carers in Wales. During this period, we successfully delivered on all projects/programmes in our current portfolio which included Veterans NHS Wales (BCUHB) where we successfully extended our existing contract up to March 2026; Tackling Isolation and Loneliness; Thrive Together (formally known as Veterans Places, Pathways and People programme) where we have successfully moved into a new phase of work which extended our contract to May 2027; Look Back to Move

Forward; and Embedding Prevention of Veterans Suicide which is a new project where we deliver accredited Level 1 and 2 Peer Mentoring training to veterans across Wales. We have also retained our Gold Award for the Defence Employer Recognition Scheme and are proactively raising the profile of Change Step to ensure we are well positioned to grow this service further in 2025/26.

Domiciliary Care

Adferiad is Registered with Care Inspectorate Wales (CIW) in six of the seven Partnership Areas of Wales; North Wales, West Wales, Cwm Taf, Powys, Cardiff & The Vale, and West Glamorgan (This registration is currently dormant). Adferiad deliver a broad range of Domiciliary Support Services, ranging from Home Care, Domiciliary care within an Extra Care Scheme, and Respite Care & Support.

The Adferiad CIW Annual Return Report that was submitted for all Adferiad Registered Services demonstrated that over 400 individuals had been provided with Domiciliary Support during 2024 – 25.

Adferiad Recovery delivers a range of domiciliary care services across Wales, including floating care services, support in shared accommodation and an extra care scheme. During 2024/25, Care Inspectorate Wales (CIW) inspected the North Wales Domiciliary Services and Parkland Place North Wales. Adferiad received two excellent Inspection Reports for these services.

Time to Change Wales

It was confirmed that Time to Change Wales, the national anti-stigma programme for mental health, will end on 31st March 2025 after 13 years of delivery. Despite extensive efforts, continuation funding beyond the current phase could not be secured. The programme, which has been delivered in partnership between Adferiad and Mind Cymru and funded by Welsh Government has played a vital role in challenging mental health stigma and discrimination across Wales. Both delivery organisations expressed serious concern about the impact this closure may have on people with lived experience, who continue to face daily stigma and marginalisation. Further discussions are ongoing to explore alternative mechanisms for continuing this important work.

Mental Health & Money Advice

Mental Health and Money Advice continue to provide clear, practical advice and support for people experiencing issues with mental health and money. The positive financial gain for our clients during this period was £1,126,671, and we supported 360 new clients in addition to ongoing caseloads.

Treatment Services:

Adferiad continues to offer a wide range of support to individuals whose lives are negatively impacted by substance use, both strategically and within the community. Working closely with our partners, we provide services to those aged 18 and above, including a harm reduction model of care, a hidden harm service, an abstinence program based on the Minnesota model, and a family support service. The implementation of a rapid one-to-one harm reduction program in the NPT area has significantly increased our capacity to handle a greater number of referrals. During 2024-2025, treatment services across Swansea Bay directly supported over 1,500 individuals, with more than 1,000 new referrals.

Mental Health Services

Adferiad's community mental health services continue to provide essential mental health support across Wales. During 2024/25, Adferiad supported 1,375 active clients and received 467 referrals into our mental health and wellbeing services across Wales.

During 2024/25 Caniad CVUHB (Cardiff & Vale University Health Board) has continued to play an active role in shaping mental health services across the region. Working closely with the University Health Board, the Mental Health Clinical Board (MHCB), and other mental health teams, Caniad has helped ensure that people with lived experience are at the heart of service improvement and development.

In total, 58 engagement opportunities were taken forward, ranging from involvement in Health Board management interview panels and service improvement advisory groups to contributing to the Mental Health Clinical Board Family Engagement Stakeholder Event. These activities enabled 147 individuals with lived experience to share their perspectives, influence decision-making, and support meaningful changes. Now firmly established as part of the Health Board's Lived Experience Panel, Caniad CVUHB continues to ensure that these contributions are valued, purposeful, and lead to real impact.

During this period, Adferiad established an All-Wales Mental Health Forum with the first meeting in October 2024, to ensure consistency, aligning shared service delivery models, reflective practice, reviewing organisational needs and establishing a strong peer support network across Wales. To date there are 20 services represented every quarter, who have participated in:

- Reviewing shared themes of unmet need regarding those who use our services
- Engaged in training including Diverse Cymru Black, Asian & Minority Ethnic Mental Health Awareness Raising
- Following the review of the themes, the Forum have been working on a coproduced response to Crisis Management.
- Hosted talks around Adferiad's experiences with and when supporting people to use Mental Health Statutory Services, in particular Crisis based interventions with the NHS Performance and Improvement, National Clinical Lead for Mental Health Steve Clarke.
- Introductions and department joint working meetings to strengthening interdepartmental working.

The Forum is now reviewing how we can be more effective in being accessible to our teams given Adferiad's reach across the country.

Families & Carers Services

Adferiad operates 23 families and carer services across Wales and supported 8,171 carers during 2024/25. Our services for carers include Carers Respite Services, Carers Assessment services, Information, Advice, and Guidance, Carers Newsletters, Training, a hospital-based service including Carers Café in Gwent, and Carers Card Schemes. Additionally, we established an internal Carers Forum, which meets in person twice a year to share best practices and ideas for developing our carer services.

Problem Gambling

Adferiad continues to work with academic partners to deliver the 'Look Back to Move Forward' project, which will develop a new timeline assessment of gambling, alcohol use, and mental health in recently transitioned veterans. It will lead to systems-wide change in help and support services for veterans with complex addiction needs. This is a collaboration with Anglia Ruskin University, Swansea University and funded through a Transformational Grant award of £300,000 from the Armed Forces Covenant Fund Trust.

Our Strategic Lead of Gambling Related and Other Harms provides the Secretariat for the Cross-Party Group on Gambling at the Senedd and has spoken at a number of conferences in the UK and Europe in 2024/25 further cementing Adferiad's place as a leading provider of services. We continue to deliver the National Gambling Treatment Service which has been extended based on project outcomes.

Criminal Justice Services

Adferiad continues to work in this challenging space through local services such as Ty'n Rodyn and Ty Adferiad, both of which are highly successful. The Circles of Support and Accountability (COSA) project works with some of our more complex clients across Wales and is achieving great outcomes, it has also enabled us to build a strong network of partners including the Ministry of Justice (MOJ), Police, and HMPPS.

Our Dyfodol service operates across HMP Swansea, HMP Cardiff, HMP Prescoed, and HMP Usk. Between April 2024 and March 2025, we provided support to **6,372 individuals**, with the following impact:

- **9,467** structured, one-to-one clinical support sessions delivered
- **17,033** unstructured, one-to-one support sessions provided
- **1,786** people engaged in group sessions

Our interventions included: one-to-one clinical support, brief interventions, SMART Recovery, brief intervention groups, acupuncture, Motivate to Achieve, Towards Recovery, mutual aid, and peer-led support.
These initiatives demonstrate our commitment to supporting individuals within the criminal justice system, while also working towards a broader vision—creating clear pathways to rehabilitation, personal growth, and long-term wellbeing. We recognise that achieving these outcomes requires addressing complex and interconnected needs with a holistic and person-centred approach.

Adferiad's Appropriate Adult Service continued delivery to South Wales, Dyfed Powys and Gwent Police Force areas. During 2024/2025, we supported a total of 3,980 vulnerable adults during police detention and questioning, representing an almost 20% increase from last year. We trained 54 individuals across Wales to become Appropriate Adults and delivered vulnerability training to more than 60 custody sergeants across the 3 force areas. During this period, our Service Manager also became a Trustee for the National Appropriate Adult Network, and we secured an additional contract to provide Appropriate Adults for animal welfare criminal investigations conducted by the RSPCA (up to 70 more callouts per year). We also attended 22 callouts to external agencies such as the DWP, British Transport Police, and NHS fraud investigations, supporting our goal of engaging with external organisations conducting interviews under caution.

Diverse Cymru

During the first year of operation as part of Adferiad we delivered 101 sessions to 42 organisations (some of which e.g. local health boards, having multiple workplaces and departments) as part of the Cultural Competence Certification Scheme. We also delivered 11 bespoke sessions to 7 organisations or workplaces outside of the membership scheme. During the same period 21 organisations have become paid members.

Subsidiary Undertakings
Activities and achievements are summarised as follows:

CAIS Social Enterprises

It was a winning year for CAIS Social Enterprises and its partner *St Giles Trust*, who jointly received the *Community based Social Enterprise Award* at the Social Business Wales Awards, in October 2024. This recognition celebrated the achievements of Y Pantri Social Supermarket based in Station Court, which has supported 453 families while diverting more than 14,000kg of food from landfill.

Financially, 2024/25 was another challenging year, but one which showed gradual improvement within the cafes, as footfall and turnover increased and costs were closely controlled.

The introduction of "A Problem Shared" counselling service during the year marked an important step in diversifying the social enterprise offer. This service provides rapid and accessible on-line support, delivered by qualified counsellors. Furthermore, CAIS Social Enterprises took its first steps into providing Consultancy Services, supporting a local community group to manage the finances and governance relating to a substantial grant it had received.

The Board of CAIS Social Enterprises is grateful to Adferiad for the continuing support for the company but acknowledges the need to respond to the ongoing financial challenges facing the businesses. As such, work continues to further develop the new income streams – which have been introduced in 2025.

Achievement and performance
Internal and External Factors

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.

Our training team delivered a diverse programme of learning opportunities, offered both face-to-face and online. In 2024/2025, over 9,000 training places were provided—more than double the number offered the previous year. A total of 460 courses were delivered, averaging 1.7 courses per day. Training spanned 120 different topics and reached between 50 and 75 different organisations each month.

During 2024/2025 Adferiad Recovery had an average of 692 full and part-time staff on payroll across Wales and in Lancashire and had staff located in all 22 counties of Wales. Consistent policies and procedures on pay and conditions apply to all staff. During the year the Charity communicated and consulted regularly with its employees through monthly webinars; regular staff meetings; staff newsletters and mailings; and a range of meetings which cascade information both up and down the organisational structure. Much of this information is shared externally with project partners and stakeholders through similar methods.

Adferiad Recovery's Trustees see their employees as key stakeholders in the Charity and consult staff both formally and informally on the policies and direction of the Charity. The Charity has a recognised trade union (UNISON) to represent staff and staff have free, non-voting, associate membership of the Charity. Adferiad achieved membership of the Living Wage Foundation in 2023/24 and has retained that membership despite challenging financial headwinds. The increase in National Insurance due in April 2025 meant that planning for pay in 2024 ahead of the new financial year was challenging.

Adferiad Recovery has worked hard to ensure that all employees are paid the Living Wage Foundation pay rate and will continue to work with funders to ensure that contract arrangements reflect the value of Adferiad Recovery staff. Austerity and inflationary pressures combined with minimal or zero uplifts on contract values makes it increasingly difficult to maintain this position, but Adferiad Recovery continues to work with UNISON, and to lobby Welsh Government to ensure that no public services contracts are issued at less than Living Wage Foundation rates. We continue to seek ways to support our team through Cadw'n Iach (Keeping Well) – a programme providing staff benefits, counselling support, wellbeing benefits, and a helping hand where needed. Adferiad Recovery is seeking to become the employer of choice.

The founding Charities developed a model where managers and future managers met for shared learning and peer support. This programme also informed and supported the transition in the merger. Within this programme a number of managers undertook ILM Leadership and Management awards, and it is pleasing to note that of the current team of Directors and Associate Directors, almost two thirds of the team have developed through this approach. We support a number of staff undertaking post graduate learning including MBA programmes, and in August 2023 we instituted our new future leaders programme, aimed at developing career pathways so that we retain and build on the talent within.

This future leaders programme was open to all grades of staff across Adferiad, and over 80 staff signed up for the introductory conference at Bangor University. This conference provided an opportunity to consider the leadership role, the nature of ILM programmes, and to hear from insightful and inspirational speakers about organisational and personal improvement. After this conference, applications were sought from staff who wished to undertake ILM courses in leadership and management, and in partnership with Gower College, over 50 staff undertaking these qualifications in 2024/25. The ILM cohorts have continued to work on organisational priorities, and this provides them with opportunities to be engaged in strategic development and leadership within Adferiad, and for Adferiad to reap the benefits of this motivated and ambitious group of staff.

A process of dynamic and informative internal communication underpins the company ethos, which is delivered through a range of media such as the quarterly newsletter, staff away days, intranet updates, the CEO's monthly webinar, quarterly staff briefings across the country, and our Sharepoint system which provides a single point of access for staff. 2024/25 also saw the planning for the introduction of a new combined HR and payroll system, CipHR which will be fully implemented in 2025/26.

Staff awards are made to those individuals and teams who are nominated by their peers as providing outstanding support to beneficiaries or colleagues. Adferiad Recovery staff are also recognised with awards for long service with significant numbers of staff exceeding fifteen years working for the organisation, and some approaching thirty years.

External factors influencing performance and achievement are largely influenced by public sector commissioners such as the Welsh Government, Local Authorities and the Heath Boards. Through its diverse range of services, Adferiad Recovery has been able to maintain its core position during the year whilst increasing other areas in delivering programmes to the highest standards.

Becoming a Rights Affirming Organisation

Adferiad Recovery is committed to placing the rights of individuals at the heart of everything we do. However, simply safeguarding rights is not sufficient. As a campaigning organisation, a voice for our beneficiaries, and a significant employer, we hold a moral obligation to go beyond compliance. As a charity, we are also bound by a duty to deliver public benefit, which means exceeding the bare minimum to drive meaningful and lasting change.

In September 2021, our Board of Trustees formally committed Adferiad Recovery to becoming a Rights Affirming Organisation. While initially conceived as a three-year initiative, this commitment has evolved into a core part of our mission and is now embedded within our continuous improvement framework. This strategic direction is focused on building a values- and behaviours-based culture across the organisation, providing education and support to staff and volunteers, and engaging with external partners to ensure Adferiad is inclusive, representative, and proactive in challenging all forms of discrimination and disadvantage.

We are proud to be working in partnership with key stakeholders including the Equality and Human Rights Commission, the Royal College of Nursing, Diverse Cymru, and the Wales Observatory on Human Rights of Children at the Hillary Rodham Clinton School of Law, Swansea University.

In December 2021, we published our Anti-Racism Statement, reinforcing our public commitment to equity and justice. We were honoured to receive both a Gold and a Ruby award in 2023/24 from the Diverse Cymru Cultural Competence Certification Scheme.

The Rights Affirming Steering Groups submitted a comprehensive progress report to the Board of Trustees and presented key updates to all staff during our Annual General Meeting. Significant strides were made throughout 2023/24, and this agenda remained a top organisational priority. This relationship meant that senior staff in Adferiad and Diverse Cymru built up trusting relationships allowing greater opportunities for joint working in the years ahead.

At the close of the 2023/24 financial year, Adferiad was approached by Diverse Cymru regarding a potential merger. This merger was formally approved and took effect on 1 April 2024. The merger was completed and several Board members of Diverse Cymru joined the Adferiad board, and all staff were TUPE transferred into Adferiad. There were a number of services where funding was due to cease, and these services were wound down in an orderly manner. Adferiad has continued to promote the work of Diverse Cymru, and the brand has been retained for our work in this area. This strategic merger significantly enhances our capacity and impact as a Rights Affirming Organisation.

Throughout 2024/25, our staff-led groups have continued to contribute positively to our Rights Affirming agenda. Results from our staff survey demonstrate that Equity, Diversity, and Inclusion (EDI) are becoming deeply embedded in our culture. Notably, 83% of respondents agreed that Adferiad is a diverse organisation, and 83% reported feeling safe to be themselves at work.

As part of our ongoing commitment, we have also undertaken a comprehensive review of our organisational policies to ensure they reflect and uphold our core values. This process ensures that all internal procedures and guidance align with the principles of equity, dignity, respect, and inclusion—further embedding our Rights Affirming ethos into the day-to-day running of the organisation.

In addition to maintaining our existing accreditations, we were proud to be named finalists in the Wales HR Awards, an achievement that highlights the commitment and leadership of our staff in advancing our Rights Affirming goals.

Financial review

The 2024/25 financial statements represent the fourth set of accounts for the merged organisation and show an increase of 12% in income levels.

During the year there was an overall increase in Total Funds of £905,635, largely due to the following exceptional transactions during the year:

1. A *Donation* of £207,052 relating to the net assets of Diverse Cymru was recognised in Adferiad's books following the merger between the two organisations on 1st April 2024.
2. A Revaluation of Adferiad's Investment Properties resulted in a net gain of £423,700

The actuarial valuation of the Gwynedd Pension Scheme for the year showed a significant improvement, with a net gain on scheme assets of £471,000, largely due to a reduction in scheme liabilities. However, in line with accounting rules, no pension asset can be recognised in the Balance Sheet, as the Asset Ceiling is currently Nil. As a result, the brought forward amount of £21,000 and the current year gain of £471,000 have been written off.

Investment policy and objectives

In accordance with the Adferiad Recovery Financial Regulations, the charitable company has an investment policy of investing liquid funds on short-term deposits, which can be accessed readily. The charity's finance department monitors the return on investment, ensuring income is maximised whilst remaining at low risk.

Reserves policy

Adferiad held un-restricted reserves of £ £9,304,241 (excluding Pension) on 31st March 2025, which is invested in both tangible fixed assets and current assets.

Adferiad Trustees recognise that the calculation of Free Reserves should exclude fixed assets as they are not readily available to contribute to working capital requirements. Of the unrestricted reserves above, £6,069,202 is tied up in fixed assets, leaving £3,235,039 in 'free reserves.'

Based on the annual cost of funding the organisation's staff and accommodation, the Trustees consider the value of free reserves noted above is adequate to cover Adferiad's committed expenditure for just over one month. This is acknowledged as falling below the target level of three months, as set out in the Financial Regulations, however Adferiad delivers on a wide range of services, diverse not only in their nature, but also in the funding streams. There is no reliance on any single commissioner, but instead Adferiad accesses a portfolio of both statutory and non-statutory funding, as well as Trusts, private income and donations.

Adferiad Trustees feel there is adequate reserves to provide financial flexibility in meeting any forthcoming challenges around temporary delays in cash receipts, working capital fluctuations and responding to emergencies, but seek to improve the level of 'free reserves' in 2025/26.

Principal risks and uncertainties

Adferiad Recovery's Trustees have agreed an updated General Statement of Policy under the Health & Safety at Work Act 1974. Adferiad Recovery has also assessed risk in relation to business and financial management and incorporated safeguards in the Financial Regulations and Delegated Authorities and Financial Standing Orders which were reviewed and updated in 2023/24 by the Trustees. During the year Trustees reviewed Adferiad Recovery's corporate risk assessment which addressed the major risks to which the Charity could be exposed, and a Corporate Risk Register was reviewed by Trustees on a quarterly basis. This Risk Register identifies and addresses the following:

- Probability of the risk
- Performance impact
- Mitigating actions
- Contingency plans
- Stakeholders affected
- Associated internal / external risks
- Risk owner

Adferiad Recovery's Health & Safety Committee convened as necessary during the year to monitor and review the safety of activities. Adferiad has begun to implement further robust working practices including its digital approach in line with ISO45001 and we were successful in our initial assessment in March 2025. A fuller audit is scheduled for 2025/26. This approach has meant that there has been a reduced need to engage with Health and Safety specialist Amanda Trimble in 2024/25. Key organisational improvements in 2024/25 included investigation training, differentiating between accidents, incidents, near misses, and clinical incidents in our reporting systems, and the provision of Managing Safely Training.

Plans for future periods

The results of the General Election in Westminster this year provided a change in Government. The new Labour administration continued with the ongoing work to update the Mental Health Act 1983 along with a number of new health and social care and employment initiatives. Some of these will have an impact on our work in Wales, but as health and social care is a devolved matter to the Senedd, we can only hope that the increase in investment planned for England will result in a favourable settlement for Wales.

We know that there will be an election in May 2026 for the Senedd. The results at this election will be highly significant for Adferiad's work and for the care and support needed by our beneficiaries. We will work with all political parties to seek to influence their manifestos to include prioritising the needs of our beneficiaries. The new make-up of the Senedd which is increasing to 90 seats, means that more partnership work at Government is likely. Adferiad, through the expansion of our policy team will be well placed to influence, guide, and educate new members of the Senedd in the issues affecting our beneficiaries.

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 respond in the following ways:

Seek joint working relationships with providers based elsewhere in the UK to develop shared approaches, increase awareness of Adferiad Recovery, and to share best practice. We will also continue to invest in our partnerships with Mental Health UK, the Wales Alliance for Mental Health (WAMH), Gamian, EUFAMI, DACW, and other alliances to ensure the voice of our beneficiaries is heard.

Adferiad continues to strengthen its research partnerships with leading universities across Wales and the UK. We are working with Swansea University on an AI and Mental Health study, co-authoring a paper for submission to the *Journal of Medical Ethics* and contributing to national debates on the ethical use of AI in healthcare. Our research has already informed a Parliamentary Office of Science and Technology briefing and featured in the British Academy's *Age of Mistrust?* series.

Alongside this, we are collaborating with Cardiff University through the Mental Health Hubs and Lived Experience Advisory Panel (LEAP), contributing to publications on inclusive involvement and preparing for the Hub's formal launch later this year. We are also supporting academic projects at Wrexham University, exploring public perceptions of peer mentoring, and are in early discussions with Bipolar UK and research partners about future joint studies.

Through these partnerships, Adferiad is helping to shape ethical, evidence-based research that addresses the real challenges faced by people with mental illness, addictions, and complex needs.

Adferiad is dedicated to not only improving individual outcomes but also contributing to the broader knowledge base of mental health, substance use, gambling-related harms and co-occurring complex needs. This steadfast commitment to research and evidence-based practice underscores our mission to provide the most reliable and impactful support to those we serve.

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.

Our first year since the merger with Diverse Cymru has allowed us time to commission a review of the Workplace Cultural Competence Scheme, and this will report back in 2025/26 with recommendations for both the Scheme delivery and the financial development needed to secure the future of the programme.

We know that the Swansea Bay substance use tender is to take place in 2025/26 and we intend to work closely with partners to seek to continue our engagement in this service. This tender, along with tenders for Cyfle Cymru, and Dyfodol services, provide opportunities for further joint working and Adferiad is keen to build upon the excellent work already in place across the country with a range of partners.

We expect in 2025/26 that we will need to find a more up-to-date location for some of our inpatient services. This is due in part to existing facilities reaching end of life, but also the acuity of patients now requiring detox support means that we need greater availability of moving and handling equipment, clinical facilities, and accessible rooms. We will work with commissioners, the local communities, elected officers, and Government to ensure any move is managed sensitively and appropriately.

Structure, governance and management

Adferiad Recovery is a charity having been formed in 1976 when it was called Clwyd and Gwynedd Council on Alcoholism, later becoming CAIS. It became a charitable company incorporated on 28 September 1992 and registered with the Charity Commissioners of England and Wales (number 1039386). It is also a company limited by guarantee (number 02751104) and is governed by its Memorandum and Articles of Association amended on 1 April 2021.

Adferiad Recovery took on its current structure, name, and mission on 1st April 2021 following a merger between three corporate charities, CAIS, Hafal, WCADA, and Adferiad Recovery CIC (a special purpose vehicle jointly owned by the three corporate charities).

Adferiad Recovery's Mission Statement is as follows:

"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."

Adferiad Recovery operates as a single company with up to twenty Trustees serving as Directors. The Trustees of Adferiad Recovery constitute its Board of Directors, are the subscribers to the Memorandum, and serve for terms of up to three years following either appointment by the Board, election through a ballot of associate Members, or co-option. Adferiad Recovery is managed by its Trustees who meet four times a year for that purpose. A Finance and Performance sub-committee and a People and Compliance sub-committee with ratified terms of reference and delegated authorities meet quarterly. Trustees are collectively responsible for reviewing and agreeing senior staff benefits and achieve this by means of reference to recommendations received from the Finance and Performance sub-committee.

Training for Trustees is provided both internally by Adferiad Recovery and externally through accessing information from Blake Morgan LLP, the Charity Commission, Companies House and other relevant organisations. Trustees receive an Induction Pack which includes Adferiad Recovery's Articles of Association, Adferiad Recovery's latest statutory accounts, minutes of most recent meetings, relevant policies and procedures, and Charity Commission publications relating to Trustees' roles and responsibilities. Trustees meet with the senior management team when they commence their term of office, and during the year Trustees visit local services, shadow staff and attend local events to gain first-hand knowledge of service delivery. Information from training events is circulated and discussed by all Trustees.

A formal system of delegation of authority is in place enabling the day-to-day running of the Charity by executive officers with reference as required to the Chair, Vice Chairs and Honorary Treasurer. In 2024/25 the Charity's leadership structure was modified to restructure to meet the needs of the organisation going forward. Details of the team have been included earlier in this report.

In addition to the Head Office in Colwyn Bay, Adferiad Recovery has offices in Swansea, bases in all counties of Wales along with a National Resource Centre in Cardiff and a residential treatment centre in Lancashire. Adferiad Recovery works closely with the Wales Alliance for Mental Health in Wales and with Rethink Mental Illness (England), Mindwise (Northern Ireland) and Change Mental Health (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's Chief Executive is a Trustee of DACW. The registered office of DACW is at Adferiad Recovery's registered address in Colwyn Bay.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr Clive Edmund Wolfendale (Vice Chair)	
Mr Howard Jones (Vice Chair)	
Mr Simon Paul Green (Honorary Treasurer)	
Dr Dyfrig Morgan Ap Dafydd	
Dr Andrea Lynne Davies	(Resigned 18 September 2024)
The Right Rev. John David Edward Davies	
Mrs Vicki Evans	(Resigned 18 September 2024)
Prof. John Hunt	(Appointed 19 June 2024)
Mrs Samina Khan	
Rev Susan Northcott (Chair)	
Prof. Richard Owen	
Mrs Karen Jayne Ozzati	
Mr Dean Pulling	
Mr Robert Cledwyn Williams	
Ms Maggie Dix	(Resigned 19 June 2024)
Mr N D De Figueiredo	(Appointed 19 June 2024 and resigned 18 June 2025)
Councillor Mary King Paschall Sherwood	(Resigned 19 June 2024)
Ms R Gibson	(Appointed 18 September 2024)

Dr S P Butterworth	(Appointed 4 December 2024)
Mrs A J Hourihane	(Appointed 18 September 2024)
Mr W Thomas	(Appointed 4 December 2024)
Mrs S B Warrington	(Appointed 18 September 2024)

Induction and training of new trustees
Trustees are invited to receive the same level of induction and training as an employee, which allows them to carry out their duties with the benefit of understanding. In execution of their duties every Trustee is entitled to be indemnified against relevant costs incurred.

Key management remuneration
Directors are appointed as part of a recruitment process led and implemented by the board; their salaries are benchmarked by industry levels.

Executive Officers in 2024/2025 were:

Chief Executive: Alun Thomas

Deputy Chief Executive:Sharon Jones
Company Secretary:Marian Williams
Director of Finance: Sandra Ackers
Director of Operations South:Lianne Martynski
Director of Operations North: Naomii Oakley
Director of Hospital, Residential, and Therapeutic Services:Kim Ellis
Director of Public Affairs & Communications:Donna Chaves
Director of People and Culture:Aled Davies

Related parties
Adferiad Recovery has a controlling interest in the following subsidiaries:

CAIS Social Enterprises Limited
Wholly owned. Operating as a trading company

The Jigsaw Organisation Limited
Wholly owned. Whilst the legal entity is dormant, Jigsaw operates as part of Adferiad Recovery within restricted reserves.

Ein Cyfle CIO
Charitable Incorporated Organisation. Specifically set up as a special purpose vehicle jointly owned by the three corporate charities (CAIS, Hafal and WCADA) ahead of the merger on 1st April 2021. The charity ceased activities on the 1st April 2021, but remains registered.

Hafal
Hafal remains registered but is dormant since the merger in 2021.

WCADA
WCADA remains registered but is dormant since the merger in 2021.

Auditor
In accordance with the company's articles, a resolution proposing that Champion Accountants LLP be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

.....
Mr Clive Edmund Wolfendale (Vice Chair)
Trustee

.....
Rev Susan Northcott (Chair)
Trustee

Date: 17/9/25

ADFERIAD RECOVERY LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors of Adferiad Recovery Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ADFERIAD RECOVERY LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ADFERIAD RECOVERY LIMITED

Opinion

We have audited the financial statements of Adferiad Recovery Limited (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process

- We enquired of management the systems and controls the company has in place, the areas of the financial statements that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. Management did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the company. We determined that the following were most relevant: FRS 102, Companies Act 2006, Charities Act 2011 and compliance with safeguarding and health and safety laws.
- We considered the incentives and opportunities that exist in the company, including the extent of management bias, which present a potential for irregularities and fraud to be perpetrated, and tailored our risk assessment accordingly.
- Using our knowledge of the company, together with the discussions held with management at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries in overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, in particular in relation to depreciation methods.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Documenting and verifying all significant related party balances and transactions.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing Standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Susan Harris MA ACA (Senior Statutory Auditor)
For and on behalf of Champion Accountants LLP, Statutory Auditor
Chartered Accountants
2nd Floor Refuge House
33-37 Watergate Row
Chester
CH1 2LE
Date: 17/9/25

ADFERIAD RECOVERY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	3	589,987	-	589,987	92,308	-	92,308
Charitable activities							-
Community Services	4	15,828,776	115,529	15,944,305	14,300,723	75,792	14,376,515
Residential Services	4	10,060,144	1,002,665	11,062,809	9,349,581	751,358	10,100,939
Investment income	5	174,015	-	174,015	159,292	-	159,292
Total income		26,652,922	1,118,194	27,771,116	23,901,904	827,150	24,729,054
Expenditure on:							
Charitable activities							
Community Services	6	16,059,398	155,000	16,214,398	13,951,423	95,220	14,046,643
Residential Services	6	10,176,628	871,155	11,047,783	9,035,417	668,036	9,703,453
Total charitable expenditure		26,236,026	1,026,155	27,262,181	22,986,840	763,256	23,750,096
Total expenditure		26,236,026	1,026,155	27,262,181	22,986,840	763,256	23,750,096
Net gains/(losses) on investments	11	456,700	-	456,700	-	-	-
Net income		873,596	92,039	965,635	915,064	63,894	978,958
Transfers between funds		-	-	-	(5,965)	5,965	-
Other recognised gains and losses:							
Actuarial losses on defined benefit pension schemes		(60,000)	-	(60,000)	(1,000)	-	(1,000)
Net movement in funds	8	813,596	92,039	905,635	908,099	69,859	977,958
Reconciliation of funds:							
Fund balances at 1 April 2024		8,490,645	1,787,393	10,278,038	7,582,546	1,717,534	9,300,080
Fund balances at 31 March 2025		9,304,241	1,879,432	11,183,673	8,490,645	1,787,393	10,278,038

ADFERIAD RECOVERY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

ADFERIAD RECOVERY LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	13		6,848,493		7,374,592
Investment property	14		995,000		-
Investments	15		2		2
			7,843,495		7,374,594
Current assets					
Debtors	16	3,395,828		4,112,855	
Cash at bank and in hand		7,750,291		6,832,505	
		11,146,119		10,945,360	
Creditors: amounts falling due within one year	18	(6,639,710)		(6,811,587)	
Net current assets			4,506,409		4,133,773
Total assets less current liabilities			12,349,904		11,508,367
Creditors: amounts falling due after more than one year	19		-		(457,292)
Provisions for liabilities	20		(1,166,231)		(794,037)
Net assets excluding pension (liability)/surplus			11,183,673		10,257,038
Defined benefit pension (liability)/surplus	21		-		21,000
Net assets			11,183,673		10,278,038
The funds of the charity					
Restricted income funds	22		1,879,432		1,787,393
Unrestricted funds			9,304,241		8,469,645
Pension reserve			-		21,000
			11,183,673		10,278,038

The notes on pages 28 to 46 form part of these financial statements.

The financial statements were approved by the trustees on 17/9/25.

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Mr Clive Edmund Wolfendale (Vice Chair)
Trustee

Company registration number 02751104 (England and Wales)

ADFERIAD RECOVERY LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Cash generated from operations	**28**		1,967,855		1,625,573
Investing activities					
Purchase of tangible fixed assets		(741,212)		(572,593)	
Proceeds from disposal of tangible fixed assets		64,934		1,456,579	
Investment income received		128,015		129,292	
Net cash (used in)/generated from investing activities			(548,263)		1,013,278
Financing activities					
Repayment of borrowings		(501,806)		(581,068)	
Net cash used in financing activities			(501,806)		(581,068)
Net increase in cash and cash equivalents			917,786		2,057,783
Cash and cash equivalents at beginning of year			6,832,505		4,774,722
Cash and cash equivalents at end of year			7,750,291		6,832,505

1 Accounting policies

Charity information

Adferiad Recovery Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 36 Princes Drive, Colwyn Bay, Conwy, LL29 8LA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The principal accounting policies adopted are set out below.

1.2 Going concern

The charitable company's future is largely dependent on funding from the public sector, such as local authorities and government agencies. At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Further explanation of the nature and propose of each fund is included in the notes to the accounts.

1.4 Income

Income from service level agreements, grants, fees and rents; including capital grants, is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably except for:

When it is specified that income from service level agreements and grants received by the charitable company are to be used in future periods, then the income is deferred until that period.

When conditions are imposed which have to be fulfilled before the charitable company becomes entitled to use such income the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When specified income, including capital grants, is for a particular restricted purpose, which does not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Voluntary income is recognised as it is received unless it has a specific future purpose.

1 Accounting policies **(Continued)**

Investment income is included when receivable by the charitable company.

The trustees have considered the most appropriate policy for investing funds and have invested in risk free reserve accounts and other investments designed for the charity sector.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	50 years - Straight line method
Office equipment	3 years - Straight line method
Fixtures and fittings	10 years - Straight line method
Motor vehicles	4 years - Straight line method

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Investment property

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in profit or loss.

1.8 Fixed asset investments

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities. Subsidiaries are recognised at cost less impairment losses,

1 Accounting policies **(Continued)**

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1 Accounting policies **(Continued)**

1.12 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

1.13 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/ (expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows.

Key sources of estimation uncertainty

Provisions
Provisions are recognised when the charity has a legal or constructive obligation. The amount recognised is the best estimate of the consideration required to settle the obligation, taking into account the risks and uncertainties surrounding the obligation.

Deferred income
Where it is specified that income from service level agreements and grants received are subject to performance obligations before the income can be recognised, the income is deferred until the pre-conditions are met. The amount deferred is estimated based on target outcomes, progress to date, the amounts outstanding and the anticipated level of non-achievement. Estimates are based on historical data, including success rates, from similar projects.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	300,587	92,308
Donated goods and services	289,400	-
	589,987	92,308
Donations and gifts		
Donation of Net Assets of Diverse Cymru (Merger)	207,052	-
Other	93,535	92,308
	300,587	92,308

4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Community Services						
Grants & Contracts	15,482,269	115,529	15,597,798	13,949,769	75,792	14,025,561
Other Income	346,507	-	346,507	350,954	-	350,954
Residential Services						
Residents Income	1,502,693	-	1,502,693	1,420,595	-	1,420,595
Grants & Contracts	8,538,497	1,002,665	9,541,162	7,872,751	751,358	8,624,109
Other Income	18,954	-	18,954	56,235	-	56,235
	25,888,920	1,118,194	27,007,114	23,650,304	827,150	24,477,454

Performance related grants analysis

	Community Services 2025 £	Residential Services 2025 £	Total 2025 £	Community Services 2024 £	Residential Services 2024 £	Total 2024 £
Welsh Government	3,354,586	15,688	3,370,274	3,339,995	-	3,339,995
Probationary/Prison Services	1,157,846	-	1,157,846	878,483	-	878,483
Local/Unitary Authorities	7,245,551	7,386,003	14,631,554	5,707,890	6,449,176	12,157,066
Health Service	3,279,418	1,136,805	4,416,223	2,315,039	1,248,461	3,563,500
Other	560,397	1,002,666	1,563,063	1,784,154	805,472	2,589,626
	15,597,798	9,541,162	25,138,960	14,025,561	8,503,109	22,528,670

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Bank interest	128,015	129,292
Net interest on defined benefit pension scheme	46,000	30,000
	174,015	159,292

6 Expenditure on charitable activities

	Community Services 2025 £	Residential Services 2025 £	Total 2025 £	Community Services 2024 £	Residential Services 2024 £	Total 2024 £
Direct costs						
Staff costs	9,105,597	5,475,830	14,581,427	8,037,839	4,836,754	12,874,593
Depreciation and impairment	124,640	124,930	249,570	52,370	163,390	215,760
Telephone and mobiles	148,664	49,828	198,492	139,343	52,523	191,866
Recruitment advertising	84,792	25,122	109,914	36,149	17,685	53,834
Accommodation and property	763,800	1,825,910	2,589,710	661,986	1,438,257	2,100,243
Client costs and treatment	690,050	654,584	1,344,634	173,245	308,341	481,586
Subcontract services	1,608,933	(14,205)	1,594,728	1,855,092	356,852	2,211,944
Other direct costs	43,083	46,783	89,866	38,029	28,080	66,109
Staff training	70,192	28,040	98,232	67,255	6,709	73,964
Travel & subsistence	497,359	351,079	848,438	478,138	294,787	772,925
Staff clothing	15,325	4,756	20,081	1,862	3,931	5,793
Temporary agency staff	317	393,901	394,218	102	675,681	675,783
	13,152,752	8,966,558	22,119,310	11,541,410	8,182,990	19,724,400
Share of support and governance costs (see note 7)						
Support	2,733,318	1,888,397	4,621,715	2,220,483	1,349,115	3,569,598
Governance	328,328	192,828	521,156	284,750	171,348	456,098
	16,214,398	11,047,783	27,262,181	14,046,643	9,703,453	23,750,096
Analysis by fund						
Unrestricted funds	16,059,398	10,176,628	26,236,026	13,951,423	9,035,417	22,986,840
Restricted funds	155,000	871,155	1,026,155	95,220	668,036	763,256
	16,214,398	11,047,783	27,262,181	14,046,643	9,703,453	23,750,096

7 Support costs allocated to activities

	Community Services 2025 £	Total 2024 £
Staff costs	2,023,836	1,771,642
Depreciation and profit on disposal of assets	414,507	(166,807)
Telephone & mobiles	160,349	174,984
Advertising	141,959	129,856
Legal and professional	87,198	342,050
Accomodation & property	1,300,564	1,070,087
Employee benefits	124,005	18,347
Staff training	65,894	39,835
Travel & subsistence	148,448	75,043
Recruitment advertising	13,749	3,819
Donation	2,507	-
Other support costs	138,699	110,742
Governance	521,155	456,098
	5,142,870	4,025,696

Governance costs comprise:	2025 £	2024 £
Staff costs	497,003	435,098
Auditors' remuneration	24,152	21,000
	521,155	456,098

8 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	23,000	21,000
Depreciation of owned tangible fixed assets	345,295	331,534
Loss/(profit) on disposal of tangible fixed assets	285,782	(282,581)

9 Trustees

Transactions with trustees in the year relate to expenses reimbursed of £287 (2024: £413).

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Support staff	684	642
Governance (including Chief Officers)	8	6
Total	692	648

Employment costs	2025 £	2024 £
Wages and salaries	15,356,742	13,576,606
Social security costs	1,287,413	1,093,715
Other pension costs	458,111	411,012
	17,102,266	15,081,333

Redundancy and termination payments totalling £37,108 (2024: £11,740) were made in the reporting period.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 - £70,000	5	3
£70,001 - £80,000	1	1
£90,001 - £100,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	608,517	459,721

11 Gains and losses on investments

	Unrestricted funds 2025	Unrestricted funds 2024
Gains/(losses) arising on:	£	£
Revaluation of investment properties	456,700	-

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Freehold land and buildings	Office equipment	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 April 2024	7,263,693	591,496	685,435	8,540,624
Additions	583,513	-	157,699	741,212
Disposals	(362,800)	(33,154)	(22,650)	(418,604)
Transfer to investment property	(571,300)	-	-	(571,300)
At 31 March 2025	6,913,106	558,342	820,484	8,291,932
Depreciation and impairment				
At 1 April 2024	612,205	210,935	342,892	1,166,032
Depreciation charged in the year	136,258	53,578	155,459	345,295
Eliminated in respect of disposals	(18,800)	(30,557)	(18,531)	(67,888)
At 31 March 2025	729,663	233,956	479,820	1,443,439
Carrying amount				
At 31 March 2025	6,183,443	324,386	340,664	6,848,493
At 31 March 2024	6,651,488	380,561	342,543	7,374,592

14 Investment property

	2025
	£
Fair value	
At 1 April 2024	-
Transfers from fixed assets	571,300
Net gains or losses through fair value adjustments	456,700
Impairments	(33,000)
At 31 March 2025	995,000

Investment property comprises a historic value of £571,300. The fair value of the investment property of £995,000, has been arrived at on the basis of a valuation carried out at 31 March 2025 by the charity's Head of Estates, who has over 10 years experience working with property. The valuation was made on an open market value basis by reference to market evidence of transaction prices for similar properties.

15 Fixed asset investments

	Other investments £
Cost or valuation	
At 1 April 2024 & 31 March 2025	2
Carrying amount	
At 31 March 2025	2
At 31 March 2024	2

Other investments comprise:	Notes	2025 £	2024 £
Investments in subsidiaries	27	2	2

16 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	2,555,345	3,280,568
Amounts owed by fellow group undertakings	70,018	70,018
Other debtors	25,974	27,658
Prepayments and accrued income	744,491	734,611
	3,395,828	4,112,855

17 Loans and overdrafts

	2025 £	2024 £
Other loans	113,486	615,292
Payable within one year	113,486	158,000
Payable after one year	-	457,292

The long-term loans are secured by fixed charges on property owned by the charity.

18 Creditors: amounts falling due within one year

	2025	2024
	£	£
Borrowings	113,486	158,000
Other taxation and social security	282,393	263,669
Trade creditors	602,197	588,946
Other creditors	106,340	97,220
Accruals and deferred income	5,535,294	5,703,752
	6,639,710	6,811,587

19 Creditors: amounts falling due after more than one year

	2025	2024
	£	£
Borrowings	-	457,292

20 Provisions for liabilities

2025	2024
£	£
1,166,231	794,037

Movements on provisions:

	£
At 1 April 2024	794,037
Additional provisions in the year	509,322
Reversal of provision	(137,128)
At 31 March 2025	1,166,231

The charity has both legal and constructive obligations existing at the year end to provide a safe environment for its clients living in supported accommodation and residential units and for its clients receiving on site support. These obligations are contained within service contracts and under the terms of tenant repairing leases. As such, the charity makes provisions for the estimated cost of ensuring that these obligations are met. Where other obligations are contained within funding agreements which the charity has no realistic alternative but to fulfil, provisions are made for the estimated associated cost.

21 Retirement benefit schemes

	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	451,111	403,012

21 Retirement benefit schemes **(Continued)**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Defined benefit schemes

The charity operates a funded defined benefit scheme providing benefits based on final remuneration and membership period. A small number of former CAIS staff remain as members of the Gwynedd Pension Fund.

The assets of the scheme are held separately from those of the charity with contributions charged to the SOFA to spread the cost of pensions over the employees' working lives whilst with the fund.

Hymans Robertson who are a qualified independent actuary have carried out the annual interim valuation as at 31 March 2025.

Key assumptions

	2025 %	2024 %
Discount rate	5.80%	4.80%
Expected rate of increase of pensions in payment	2.80%	2.80%
Expected rate of salary increases	3.30%	3.30%

Mortality assumptions

The assumed life expectations on retirement at age 65 are:

	2025 Years	2024 Years
Retiring today		
- Males	22.3	22.4
- Females	24.7	24.7
Retiring in 20 years		
- Males	21.2	21.3
- Females	26.1	26.1

Amounts recognised in the profit and loss account *Costs/(income):*	2025 £	2024 £
Current service cost	13,000	14,000
Net interest on defined benefit liability/(asset)	(46,000)	(30,000)
Total costs/(income)	(33,000)	(16,000)

21 Retirement benefit schemes **(Continued)**

Amounts recognised in other comprehensive income	**2025**	**2024**
Costs/(income):	**£**	**£**
Actual return on scheme assets	(183,000)	(431,000)
Less: calculated interest element	200,000	182,000
Return on scheme assets excluding interest income	17,000	(249,000)
Actuarial changes related to obligations	(449,000)	(36,000)
Other gains and losses	492,000	286,000
Total costs	60,000	1,000

The amounts included in the balance sheet arising from the charity's obligations in respect of defined benefit plans are as follows:

	2025	**2024**
Liabilities/(assets):	**£**	**£**
Present value of defined benefit obligations	2,857,000	3,257,000
Fair value of plan assets	(4,288,000)	(4,217,000)
Surplus in scheme	(1,431,000)	(960,000)
Restriction on scheme assets	1,431,000	939,000
Total liability/(asset) recognised	-	(21,000)

Movements in the present value of defined benefit obligations	**2025** **£**
Liabilities at 1 April 2024	3,257,000
Current service cost	13,000
Benefits paid	(121,000)
Contributions from scheme members	3,000
Actuarial gains and losses	(449,000)
Interest cost	154,000
At 31 March 2025	2,857,000

The defined benefit obligations arise from plans which are wholly or partly funded.

21 Retirement benefit schemes (Continued)

Movements in the fair value of plan assets	2025 £
Fair value of assets at 1 April 2024	4,217,000
Interest income	200,000
Return on plan assets (excluding amounts included in net interest)	(17,000)
Benefits paid	(121,000)
Contributions by the employer	6,000
Contributions by scheme members	3,000
At 31 March 2025	4,288,000

The actual return on plan assets was £183,000 (2024: £431,000).

Fair value of plan assets	2025 £	2024 £
Private Equity	220,200	221,100
Real Estate	233,200	292,000
Investment Funds and Unit Trusts	3,787,800	3,649,600
Cash and Cash Equivalents	46,800	54,300
	4,288,000	4,217,000

22 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Capital grants	632,139	140,000	(15,089)	-	757,050
SMAT Funded Dawn Centre	41,823	-	(1,154)	-	40,669
Community Funded Dawn Centre	132,012	-	(4,811)	-	127,201
CAMRE Bursary Fund/APB	125,263	-	(20,124)	-	105,139
WCADA Capital Grants	856,156	-	(18,769)	-	837,387
Gamble Aware Residential Units	-	978,194	(966,208)	-	11,986
	1,787,393	1,118,194	(1,026,155)	-	1,879,432

22 Restricted funds **(Continued)**

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Capital grants	415,849	121,000	(12,944)	-	523,905
SMAT Funded Dawn Centre	42,977	-	(2,308)	1,154	41,823
Community Funded Dawn Centre	136,823	-	(9,622)	4,811	132,012
CAMRE Bursary Fund/APB	138,726	-	(13,463)	-	125,263
WCADA Capital Grants	874,925	-	(18,769)	-	856,156
Gamble Aware Residential Units	-	706,150	(706,150)	-	-
	2,133,383	827,150	(763,256)	5,965	2,203,242

Purposes of the Restricted Fund

Capital Grants

Capital grants are grants received for the purposes of restricted capital expenditure. The fund is being reduced by an annual depreciation charge,

Community Funded Dawn Centre

The Big Lottery's Community Fund, financed the refurbishment of the DAWN Centre, Colwyn Bay during 2001/02. The 10 year evaluation has been completed. The fund is being reduced by an annual depreciation charge on the refurbishment cost.

SMAT Funded Dawn Centre

Conwy SMAT funded an extension to the Dawn Centre and much needed repair work to the basement - which was completed in June 2010. This fund is being reduced by an annual depreciation charge.

Camre Bursary Fund

The North Wales Probation fund was received in March 2003 for the future benefit of Probation clients. From this, a bursary scheme for ex-offender clients was created in 2009. The scheme aims to provide funding for accessing training and education. Since commencement the fund has disbursed approximately £210,000 to clients seeking assistance.

WCADA Capital Grant

Funds received from Welsh Government to WCADA for purchase of charity premises and property lease. Depreciation is charged against this fund on an annual basis.

Gamble Aware Residential Units

Funds were received for the purposes of providing residential rehabilitation for those with gambling related harms.

Certain properties owned by the charity are subject to a lien in favour of the Welsh Ministers should the property be sold.

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2025
	£	£	£	£	£	£
General funds	8,469,645	26,652,922	(26,275,026)	-	456,700	9,304,241
Pension fund	21,000	-	39,000	-	(60,000)	-
	8,490,645	26,652,922	(26,236,026)	-	396,700	9,304,241

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2024
	£	£	£	£	£	£
General funds	7,582,546	23,901,904	(23,008,840)	(5,965)	-	8,469,645
Pension fund	-	-	22,000	-	(1,000)	21,000
	7,582,546	23,901,904	(22,986,840)	(5,965)	(1,000)	8,490,645

24 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
	£	£	£
At 31 March 2025:			
Tangible assets	5,074,200	1,774,293	6,848,493
Investment properties	995,000	-	995,000
Investments	2	-	2
Current assets/(liabilities)	4,401,270	105,139	4,506,409
Provisions and pensions	(1,166,231)	-	(1,166,231)
	9,304,241	1,879,432	11,183,673

24 Analysis of net assets between funds (Continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	5,712,462	1,662,130	7,374,592
Investments	2	-	2
Current assets/(liabilities)	4,008,510	125,263	4,133,773
Long term liabilities	(457,292)	-	(457,292)
Provisions and pensions	(773,037)	-	(773,037)
	8,490,645	1,787,393	10,278,038

25 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	295,020	255,089
Between two and five years	990,363	920,917
	1,285,383	1,176,006

26 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

	Sale of goods		Purchase of goods	
	2025 £	2024 £	2025 £	2024 £
CAIS Social Enterprises Ltd	251,607	225,722	66,434	40,977
	251,607	225,722	66,434	40,977

The net trading balance due from CAIS Social Enterprises Ltd at the end of the year was £74,412 (2024: £146,357).

In addition, a historic balance of £70,017 (2024: 70,017), due from CAIS Social Enterprises Ltd is repayable on demand. However, the balance is not expected to be repaid within 12 months.

During the year, the charity entered into transactions with another entity, a related party by virtue of having trustees in common. There was expenditure paid of £240 in the year (2024: £Nil).

27 Subsidiaries

These financial statements are separate charity financial statements for Adferiad Recovery Limited.

Details of the charity's subsidiaries at 31 March 2025 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	% Held Indirect
CAIS Social Enterprises Ltd		Trading subsidiary	Ordinary	100.00	
The Jigsaw Organisation Ltd		Dormant company	Ordinary	100.00	
Ein Cyfle CIO		Dormant company	Ordinary	100.00	
Hafal		Dormant company	Ordinary	100.00	
WCADA		Dormant company	Ordinary	100.00	
Diverse Excellence Cymru		Trading subsidiary	Ordinary	100.00	

28 Cash generated from operations

	2025	2024
	£	£
Surplus for the year	965,635	978,958
Adjustments for:		
Investment income recognised in statement of financial activities	(128,015)	(129,292)
Loss/(gain) on disposal of tangible fixed assets	285,782	(282,581)
Fair value gains and losses on investment properties	(456,700)	-
Depreciation and impairment of tangible fixed assets	378,295	331,534
Difference between pension charge and cash contributions	(39,000)	(22,000)
Movements in working capital:		
Decrease in debtors	717,027	123,355
(Decrease)/increase in creditors	(127,363)	779,562
(Decrease)/increase in provisions	372,194	(153,963)
Cash generated from operations	1,967,855	1,625,573

29 Analysis of changes in net funds

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	6,832,505	917,786	7,750,291
Loans falling due within one year	(158,000)	44,514	(113,486)
Loans falling due after more than one year	(457,292)	457,292	-
	6,217,213	1,419,592	7,636,805

ADFERIAD RECOVERY LIMITED

England & Wales - Charity number 1039386

Accounts



Our Impact

2023-2024

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Our Mission

Adferiad 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.

Adferiad is a member-led charity that provides help and support for people with mental ill health, addiction, and co-occurring and complex needs to maximise their personal potential, and achieve a better quality of life. Our expert staff and volunteers apply a whole person approach to help people in all areas of their lives so they can live with dignity and as independently as possible. We are rights-affirming people within a rights-affirming organisation.

Our support includes a range of local and national services for our clients, carers and families; we operate services in all 22 counties of Wales and in Lancashire.

We also provide a national and local voice for our clients and campaign alongside them to reform policy and law, improve services and combat discrimination.

Our organisation welcomes everyone to become members and amplify the voices of those we aim to support. These members play an integral role by electing our Trustees, who govern and guide us, setting the direction and objectives of our organisation. Some members even expand their roles to become Trustees themselves. The Executive Team, then taking cues from the Trustees, directs the staff to implement and achieve our organisational goals. In essence, this interconnected structure facilitates a member-led organisation, effectively translating the insights of our community into impactful actions for our cause.

Our Aims

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 delivers a new, flexible and co-ordinated response to the exceptional circumstances faced by people with co-occurring mental health and substance use conditions and related issues.

Our comprehensive and coordinated therapeutic model employs the very best practice from mental health, substance use, criminal justice and a range of health, employment and social care services.

Adferiad's combined team works holistically to address the needs of each client, creating the best conditions for effective treatment and support 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 navigation 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 is to welcome everyone to create inclusive teams. We celebrate difference and encourage everyone who shares our values to join us and be themselves at work.

Our Values



Working Together



Dignity & Respect



Commitment to Quality Care & Support



Learning & Reflection



A word from our Chief Executive

2023/24 has been a truly rewarding year for Adferiad. As we marked our third year since the merger, we had the privilege of supporting over 30,000 clients across a wide range of services, including mental health, substance use, veterans' care, serious mental illness, homelessness, and criminal justice programmes. Our reach has continued to grow, both across Wales and in Lancashire, with 154 contracts delivered and 27 new services or projects introduced.

The quality of our services continues to shine through, with external audits confirming our ISO 9001:2015 status, as well as very positive inspection reports from regulators like Care Inspectorate Wales and Health Inspectorate Wales. We are proud of the care our teams provide and will keep working to improve the spaces where our clients thrive.

This year also brought exciting developments in our gambling services. We launched an all-Wales women's gambling awareness programme and the outcomes from our GambleAware funded residential gambling treatment service has exceeded expectations. Our 'Time to Take Control' campaign, launched in response to the cost-of-living crisis, reached thousands of people, and gave a voice to those struggling, helping us advocate for real change.

Our annual Physical Health Days in Colwyn Bay and Swansea were particularly memorable. Watching staff, volunteers, and clients come together for fun activities, healthy eating, and shared connection was a powerful reminder of the community spirit at the heart of Adferiad.

This year has also seen the passing of the torch from Clive Wolfendale who helped steer the charity through our first merged years as Chair of the Board of Trustees, to the Reverend Sue Northcott, who will take up the role and bring to it her lived experience and passion for service user engagement. I'd like to pass on huge thanks to Clive for all his support and commitment during these formative years, and also to thank him for his agreement to take on a deputising role to support Sue. I look forward to working with Sue and the Board of Trustees in ensuring Adferiad continues to provide only the very best we can for our beneficiaries.

Finally, I want to personally thank our incredible team, volunteers, and all of our Trustees. Your dedication continues to inspire me, and I am excited to see what we can achieve together in the year ahead.

Alun Thomas
Chief Executive

A word from our incoming and outgoing Chair of Trustees

It is with great pride that we present Adferiad's Annual Impact Report for 2023-24, reflecting on a year filled with progress, resilience, and dedication to our mission. Our focus on delivering essential services that transform lives has remained unwavering, and we are grateful for the incredible work our team has accomplished alongside the communities we serve. For me, Clive, as the outgoing Chair, I am delighted to be passing on the baton to Sue who will lead the Board of Trustees, bringing her own experiences, her passion, and the authenticity of someone who has seen first hand what Adferiad can do for our beneficiaries.

This year has been pivotal in building upon our foundation. We continue to prioritise the voices of those who use our services, ensuring their needs shape everything we do. Our Board of Trustees and volunteers remain committed advocates for individuals facing complex life challenges, and their passion drives our efforts forward. We've expanded our service models and implemented creative solutions to reach a wider audience. The positive responses from our beneficiaries highlight the importance of our client-centred approach, reinforcing our belief in the power of personalised support.

We've also engaged in community events across our services, creating opportunities for connection and dialogue. These gatherings have been a celebration of our shared achievements and have strengthened the bonds within our community. It has been heartening to see the support and camaraderie that flourish when we come together.

Our strategic priorities, developed in collaboration with beneficiaries and stakeholders, guide our path forward. We are dedicated to enhancing the quality of our services, driving research, and fostering innovation. The insights gained from our interactions with those we serve are invaluable as we work to ensure that every voice is heard and respected.

As we look ahead, we are acutely aware of the challenges posed by the current economic climate. Our commitment to supporting those in greatest need remains steadfast. We will focus our efforts on developing solutions that provide real assistance during these trying times, working hand in hand with our partners and supporters. We expect both pressures and opportunities with a new UK Government, and we will continue to work with both the Westminster and Cardiff administrations to achieve the most meaningful outcomes for our beneficiaries.

We extend our deepest gratitude to our remarkable staff and volunteers, whose commitment and passion continue to inspire us all. We also wish to acknowledge our Trustees and the many organisations that have generously supported our mission, enabling us to make a meaningful impact.

As the incoming Chair, Sue, I very much look forward to working with the whole team to expand and extend our engagement with our members, our beneficiaries, and those who need our services. As this report shows, Adferiad engaged with thousands of people this last year, and we will channel these voices to continue our message that Recovery is possible.

Thank you for your ongoing trust and support. Together, we are making a difference, and we look forward to the achievements that lie ahead.



Clive Wolfendale
Outgoing Chair of Trustees



Sue Northcott
Incoming Chair of Trustees

Our Strategy

At Adferiad we are guided by the voices, experiences, and aspirations of the incredible individuals who have lived through the challenges we aim to address. Our 2022-2025 strategy isn't just a plan; it's a testament to the wisdom and insight of those who have contributed to and continue to shape our values, ambitions, and mission.

Adferiad is now one of the largest and most influential organisations in our field across England and Wales, and this strategy sets out our ambition to save and improve lives, to support and assist families and carers, to hold public authorities to account, and to be the employer of choice. We have a long and proud history of being led and guided by our beneficiaries, of being recognised as a great place to work, and of being high quality service providers and advocates. Over the next three years we will be pushing ourselves to be the best at what we do, to identify and support those most at need, and to lead and encourage discourse and dialogue on social justice.

Our People Objectives

Attraction - Develop an improved package of terms and conditions aligning the whole team post-merger 2022/23.

2023/24 - We continued our commitment to being a Living Wage Foundation Employer.

Development – Staff & Volunteers to complete all annually allocated courses and demonstrate a minimum of 80% satisfaction.

2023/24 - 94% of our staff & volunteers were satisfied with our training.

Retention – work with recognised unions to provide a healthy and positive workplace.

2023/24 – We are working towards establishing a recognition agreement with UNISON.

Our Service Objectives

Engagement with Stakeholders – annual surveys demonstrate over 80% positive feedback.

2023/24 - 90% of our clients said they were satisfied with the Service they received from Adferiad.

2023-24 – 89% of our clients said they were happy with the level of involvement they had in decisions made about the support they received from us.

High Quality Services – implement the ISO 9001:2015 standard across all our services.

2023/24 - We were successful in the re-certification of ISO 9001:2015.

Our Campaign Objectives

Campaigning – Hold campaign events in all 22 counties of Wales and in Lancashire.

2023/24 - Our 'Time to Take Control' Campaign reached all 22 Counties in Wales and Lancashire.

Public Awareness – Maintain an active presence at key Welsh events.

2023/24 - We attended both the Royal Welsh show and the National Eisteddfod. We also surveyed our staff team, and of the 227 responses, 12% of people identified as Welsh speakers.

Political Awareness – Respond to government calls for evidence on various areas of expertise.

2023/24 - Contributed to several key consultations, including the next Mental Health & Wellbeing Strategy and the next Suicide and Self-Harm Strategy for Wales, drawing on insights from our experts and in-house research.

Our Sustainability Objectives

Sustainability – Carry out Carbon Mapping

2023/24 - Our carbon map was completed, and we aim to be net zero by 2030.

Sustainability – Achieving ISO 14001

2023/24 - Achieved part one of ISO 14001.



Our Rights-Affirming Work

As a rights-affirming organisation, we aim to protect individuals by promoting equality and diversity, eliminating unlawful discrimination, and defending and promoting peoples' human rights.

We believe we have a moral responsibility to do more than just meet the minimum standards. As an organisation that advocates for important causes and serves a diverse community, we are committed to going above and beyond.

Our rights-affirming work began to take shape in September 2021, when Adferiad's Trustees committed to transforming our organisation into one that actively upholds and champions the rights of all of its beneficiaries. Over the course of the next three years, we will be rolling out a programme with the following objectives:

1. Establish organisation-wide values and behaviour standards.
2. Educate and support our staff and volunteers.
3. Collaborate with other organisations to ensure Adferiad is inclusive to all.
4. Advocate for and challenge discrimination or disadvantage in everything we do.

Our focus groups are employee led, monthly meetings which look at ways in which the organisation can best support each of the 9 protected characteristics of the Equality Act (2010).

Going into 2024, the groups will be looking to identify areas of best practice, areas for improvement, and make a series of recommendations to directors on what actions they believe need to take place to improve our rights affirming work

Adferiad



Our focus groups are collaborative, encouraging their members to learn, share and feedback on what they think we can do to ensure that anyone who encounters Adferiad feels respected, valued, has equal opportunity, and feels safe to be their authentic selves.

As part of our commitment to becoming a rights-affirming organisation, we have made significant progress throughout 2023 – 2024 in the following ways:

- We have achieved Diverse Cymru's Ruby and Gold Cultural Competency Certification for our North Wales Head office and South Wales Lakeside office.
- We have set up three organisational focus groups, covering each of the nine protected characteristic areas. This year the groups began meeting to discuss how we can better support each of these areas throughout the organisation.
- In January 2024, we achieved the Visibility Better Employer Quality Standard from the RNIB.
- In June 2023 we conducted a large Rights Affirming Awareness session to over 250 staff at our annual staff conference.
- Our directors and other senior staff members attended a Gender Identity training session.
- This year we attended Pride Cymru in Cardiff, Swansea Pride, and were a sponsor for Pride Colwyn Bay.


Age


Disability


Sex


Marital Status


Race


Pregnancy/ Maternity


Sexual Orientation


Religion


Gender Reassignment

Adferiad Membership

We take pride in being a member-led charity, placing the voices of our members at the core of all our actions. By becoming a member, you will become part of Adferiad's shared voice encompassing thousands of people in Wales and England who face a range of co-occurring health conditions and complex social circumstances. You will fulfil an integral role by pushing for change, sharing experiences and helping to shape our work.

Being a member of Adferiad means that you can take part and have your voice heard by shaping the future of services locally, Wales-wide and UK-wide. Adferiad is represented on a number of Welsh and UK-wide strategic groups representing the voices of our clients and carers. The Welsh Government and UK Government both listen to Adferiad, but more members mean a louder voice, more authority and more influence where it matters.

There is no cost to become a member, but we always welcome any contribution which goes towards the ambition and mission of the charity.

Membership Benefits

Practical Help

Adferiad 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.

Exclusive Resources

As a member, you will receive exclusive resources including members newsletters, event invitations to our local and national campaign events, and further resources. You will have access to our 'Members Area' through our website.

Mutual Support

Throughout Wales, Adferiad'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.

A Voice

Members have the opportunity to take part in our surveys and focus groups. This means that we will seek your views and experiences to increase awareness of our mission and to raise Adferiad's profile. Members can also elect Trustees and have the chance to become a Trustee under Adferiad's constitution which means that the people who receive our services govern the staff team who deliver these.



We have had a **63% increase in membership** from last year!

Become a Member!

Our Staff

We believe that the happiness and well-being of our employees are integral to the success of Adferiad. As an organisation that values its people, we are committed to ensuring a positive and fulfilling work environment for every member of our team.

As Adferiad continues to grow, it is important that we monitor not only how we are doing from our service users' perspective, but from an internal staff perspective. And with a team of 671 employees and counting, there are clearly a lot of voices to be heard!

In the spirit of fostering an environment that thrives on open dialogue and continual growth, this year we decided to conduct an all-staff survey to find out what it is really like to be an Adferiad employee. We wanted to hear directly from the people whose hard work and dedication drives our organisation forward and to learn from the insights they could provide. The survey provided all staff with the opportunity to give their thoughts on working for Adferiad and encouraged the sharing of both positive experiences and constructive suggestions.

Staff Survey Findings

683 Staff Members

281 Newly Employed

89% of staff said they were happy in their current role

95% of staff get on well with their colleagues

82% of staff were satisfied with the training and development opportunities offered to them

Staff rated our buying and selling annual leave scheme as the most valuable staff benefit on offer, with an average score of **3.83/5**

As a place of work Adferiad was awarded an average rating of 4.1 stars out of 5

What our staff said were the best things about working for Adferiad



Feeling part of a team

"Since joining Adferiad I have been welcomed warmly and feel like a valued member of not only our project team, but also Adferiad as a whole."

"Lovely people who make you feel valued."

"The support and the friendliness of its staff members."

"Being able to do my dream job."

"Working in a sector where you have the ability to make positive changes to the lives of people who really need it."

"Seeing the end result when you have worked well with a service user."



Personal fulfilment and job satisfaction



Opportunities for growth

"I like that there are plenty of opportunities for staff to diversify."

"Fantastic learning and professional developing opportunities."

"The opportunities to grow in your role and career."

"Supporting and helping other to make positive changes"

"Making a difference to people's lives."

"Helping clients and service users with their mental health is very rewarding."



Helping people

Staff Testimonials

- "Working for Adferiad has been an amazing opportunity to support people in gaining confidence to move forward with their lives after experiencing hardship in all areas of life."
- "The work that I was doing with the young people was one of the most fulfilling things I have done."
- "The people who I worked with were incredibly friendly and welcoming and always were on hand to provide help and support when needed."
- "I have been with the organisation 15 years and had a number of supportive managers. I have been supported to gain valuable qualifications to develop me and help me progress in my career"

Not only did the survey provide us with some extremely valuable insights, but it also highlighted areas for celebration and for improvements. This allows us to set targets for next year to ensure continuous improvements for all of our employees.



Workforce Development

Adferiad and its legacy organisations have a long-standing reputation for delivering high-quality training in Substance Use and Mental Illness.

This year, our workforce development and external training services have expanded significantly to meet growing demand. Our reputation for delivering first-rate training has been further enhanced by the introduction of our new training and consultancy brochure, which has contributed to increased visibility and recognition.

In 2023-2024, staff were provided with increased access to a broader range of training courses aimed at enhancing their skills and supporting their professional development. Notably, we became the first organisation in Wales to develop, accredit, and deliver an Understanding Gambling and Gaming related Harms qualification. Other key achievements include securing over 600 training bookings within a week of releasing the staff training calendar and producing multimedia informational films, enabling staff to access critical resources as needed.

Our external training service has experienced a significant increase in bookings, resulting in a wider range of training requests across a diverse array of topics and clients. Looking ahead to next year, we anticipate continued growth in this area, and expanding this service will be a key focus in the coming months.

New Training Courses

- Person Centred Care
- Understanding and Responding to Gambling Harms (Accredited course)
- Medication Management
- Assessing Risk for Vulnerable People

Management courses

- Absence Management for Managers
- Employment Tribunals for Managers

Internal Training



7,368 Hours
of training delivered



2613
e-learning courses undertaken



100%
of attendees expressed that their trainer was knowledgeable in their topic area

External Training

At Adferiad, we are proud to offer a Workforce Development Programme which provides access to a range of free courses, fully funded by the North Wales Substance Misuse Area Planning Board and Partners. Courses are delivered by Adferiad trainers, some of which are accredited. Courses are free to all organisations across the six North Wales counties. Looking forward, we are excited to expand our training provision across Wales and welcome opportunities to work alongside many more organisations.

Feedback

" I loved how interactive the training was. I normally don't like online training but this was great"

"It was really interesting to hear everyone's personal experiences on mental health and will use what I have learned from the course to help the people that I support"

"I loved how the trainer used real life examples – it made the information given, all the more real to me"

"The trainer is very knowledgeable and drew from professional experience to aid clarity. I also liked how everyone was encouraged to share throughout . The trainer had a warm demeanour which provided a calm and positive atmosphere which took the pressure off us which encouraged engagement."

Our Volunteers

Volunteers play a crucial role within Adferiad, contributing significantly to our services, clients, and staff. They serve as valuable members of our team, representing us and advocating for the transformative power of volunteering. Volunteers help to significantly enhance the services our clients access, along with alleviating the workload of our staff.

However, what really sets our volunteers apart is their unique perspective. Many of our volunteers have first-hand lived experience of substance use and mental health challenges, enabling them to establish profound and deep connections with our service users. In addition, our volunteers experience a sense of fulfilment as they make a positive impact on others, thereby enhancing their own wellbeing.

Peer volunteering is a significant way we support our clients. It involves individuals who have personal experience in their own recovery journey volunteering to help others. This approach is highly rewarding and empowering for both the volunteers and those they support. Many of our peer volunteers have gone on to secure jobs within our organisation or with other groups.

Interest in volunteering has continued to grow this year, and the numbers speak for themselves:

- Over the past year, 100 volunteers helped to support our services
- These volunteers helped to support 32 of our services across Wales and in Lancashire
- We currently have 111 active volunteers and 35 volunteers actively shadowing staff members to learn more about the great work that we do

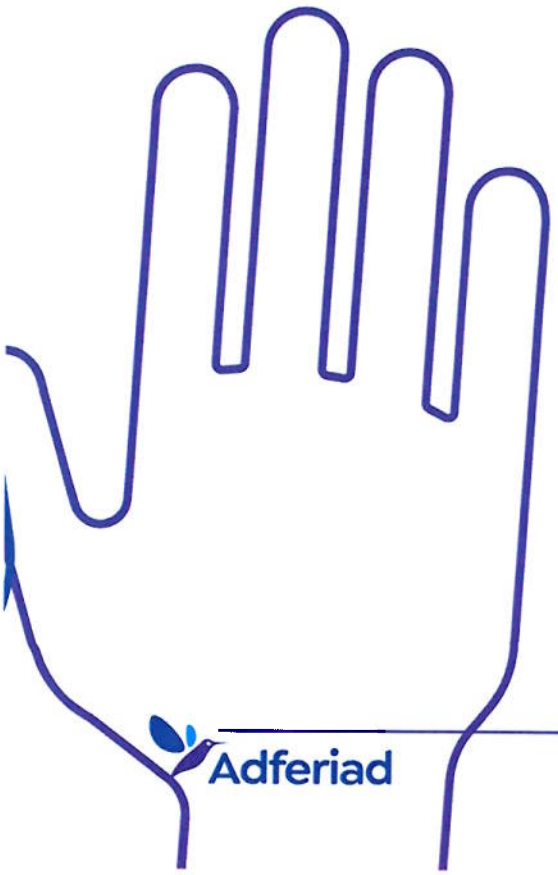


"I really enjoy volunteering, being a full time mother and wife it gets me out of the house and into a different environment. I do like to think that I can make even a small difference to someone. else's life."

"To me volunteering is about making a difference, whether it's big or small knowing a change has been made is all that matters."

"Volunteering with Adferiad is extremely rewarding. It allows me to develop skills that I can use in my career alongside a feeling of fulfilment from knowing I'm making a difference in my community. The fact I am able to do this with a group of like-minded volunteers is an added bonus!"

"Volunteering gives me a sense of purpose, connection and the opportunity to make a real difference in the lives of others."



Placements

Adferiad takes pride in hosting students from universities, colleges, and training organisations for their placements and we understand the value of combining practical experience with theoretical learning.

Our students come from across Wales and the North of England, gaining valuable experience in a range of roles that complement their studies. Some students choose to continue volunteering with us after their placement ends.

Currently, we have 10 students with us, and others are preparing and applying for placements in the upcoming year.

Our Research

At Adferiad, research is not just an activity; it's a cornerstone of our mission to improve lives. Our involvement in groundbreaking projects and our partnerships with leading universities demonstrate our commitment to advancing mental health understanding and treatment. These collaborations allow us to contribute to and benefit from cutting-edge research, ensuring our services are informed by the latest scientific insights.

Our research activities provide us with evidence-based insights that directly shape our approach and services. By engaging in focus groups, surveys, and consultations, we ensure that the voices of our service users, staff, and stakeholders are at the heart of our work. This research-driven approach enables us to develop more effective, tailored interventions and to advocate for policy changes based on solid evidence.

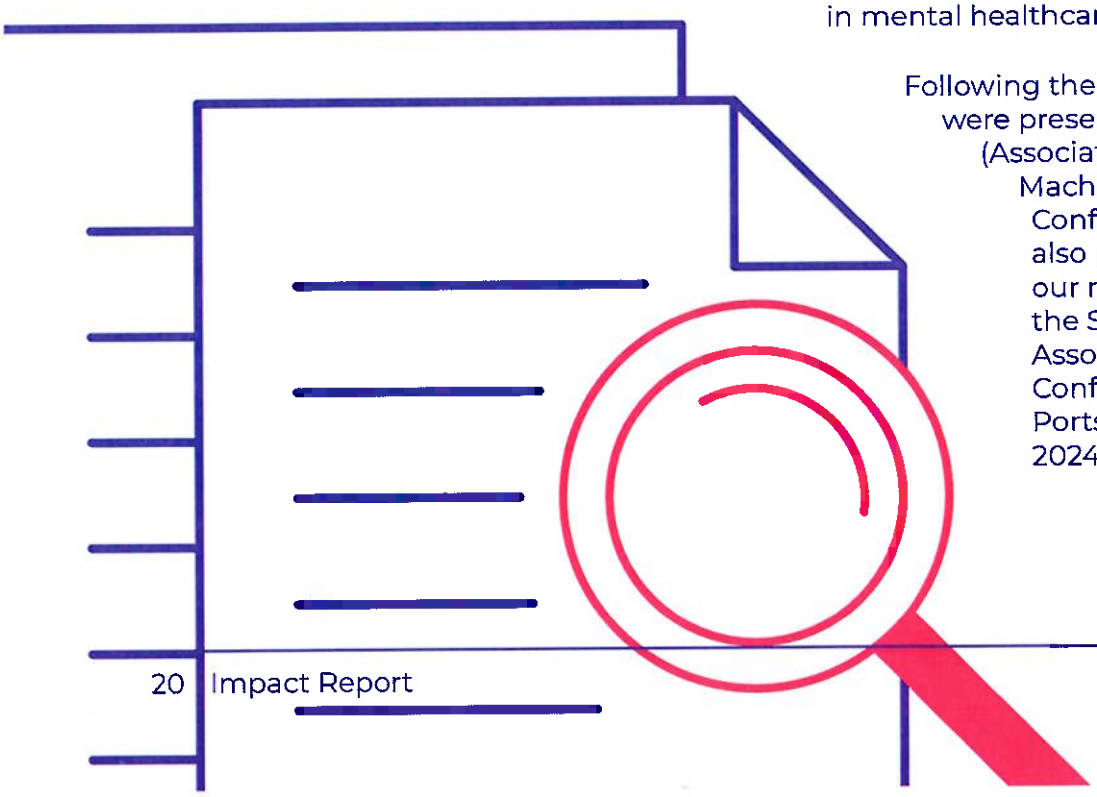
Through conference presentations, academic publications, and media engagements, we not only share our findings but also contribute to the broader discourse on mental health. This commitment to research and evidence-based practice positions Adferiad as a leader in the field, driving innovation and improving outcomes for those we serve.

Research with External Partners

In 2023, Adferiad became involved in a groundbreaking mental health project worth £4.3 million. The Bipolar, Schizophrenia and Psychosis Research Initiative of the Brain and Genomics Hub (B-SPRINT) brings together an interdisciplinary network of world-leading researchers, from Cardiff, Bath, Bristol, Exeter, and Swansea universities, alongside Adferiad, Bipolar UK, and people with lived experience, to accelerate impactful research and treatments to improve the lives of people with severe mental health conditions.

Also in 2023, Adferiad partnered on an exciting research study led by researchers in Swansea, Southampton, and Nottingham Trent Universities. The study investigated Adferiad staff and service users' concerns about the use of AI tools in mental healthcare settings.

Following the study, our findings were presented at the ACM (Association for Computing Machinery) Web Conference 2024. We also presented some of our research findings at the Socio-Legal Studies Association Annual Conference (SLSA) in Portsmouth in March 2024.



Consultations

In March 2024, we applied for Stage 2 of the People & Places Grant Application to secure £500,000 from the National Lottery Community Fund to develop a stigma reduction project inspired by our 2022 'Only Human' campaign. This work involved co-ordinating research to support our application (including focus groups with staff and service users) to ensure co-production in the design and development of the project.

In April 2024, we began consultation work in support of our bid for an upcoming 3-year veterans project worth £900,000. This involved meeting with a variety of stakeholders, including veterans and their family members, heads of veteran organisations, and academic experts, to gather important insights into the needs of veterans and their families across Wales. This consultation process was crucial in informing our strategic plan for delivering effective, timely support throughout the project and our consultation revealed several key findings which will shape and guide our focus moving forward.

Articles

In February 2024, we published an article in the Western Mail entitled 'Integration of AI in healthcare demands a nuanced approach'.

We also had 2 articles featured in the Public Health Network Cymru E-Bulletin:

- July 2023 issue – 'Adferiad's Time to Take Control Summer Campaign'
- Sept 2023 issue – 'Cyfle Cymru: Unlocking opportunities for a healthy working Wales'

Surveys

These were designed to help us gain insights into the experiences of our service users, their carers, our staff, and the wider Welsh public:

- Client & Carers Feedback Survey 2023
- Staff Survey 2023
- Carers Experience Feedback Survey 2023
- Campaign Survey – Time to Take Control

Presentations

In November 2023, we presented our 'Time to Take Control' campaign findings at the Senedd Mental Health Cross Party Group led by Ken Skates MS, Chair and Cabinet Secretary for the Economy, Transport and North Wales.

Conferences

- SLSA conference, Portsmouth, March 2024 (pictured below)



From left: Chloe Harrison, Adferiad; Dr Caroline Jones, Swansea University; Rose Worley, Swansea University; Dr James Thornton, Nottingham Trent University.

The year in numbers.



30,000
clients were supported in the last year

or **1%** of the Welsh population!

21
new referrals every day

398,257
client engagements...

...or one engagement with a client every

46 seconds

683
staff working at Adferiad

281
new staff members

Adferiad

Funding secured for

29

new contracts...

...worth a total value of

£3,090,658

16,000

visitors to our website

122,000

visits to our X profile

29,000

followers across social media

772,000

people reached via our social media pages

New Service Developments

In 2023-2024, we've had an incredible year of growth and success, all thanks to the trust and support of the communities we serve. With 29 contracts secured, totalling £3,090,658, we've been able to retain and expand our services, making a real difference to people's lives across Wales. Our aim is always to reach those who need us most, and this year has been about building on that commitment.

Launching New Services

Crisis Sanctuaries

Supporting people in crisis or at risk of crisis has always been a priority, and this year we launched the **Children and Young People (CYP) Sanctuary** in Llansamlet, Swansea. Open 24/7, it provides a safe, nurturing environment designed to meet the specific needs of children and young people. Alongside this, we introduced an **Adult Crisis Sanctuary Service** in Carmarthen, offering support between 5pm-2am between Thursday-Sunday every week.

Housing

A key win this year was securing the contract for the **Outreach Tenancy Support** in Merthyr. This project includes support for individuals to maintain their tenancy and live independently including individuals also struggling with mental health challenges.

Mental Health

We secured three out of five available lots from **Carmarthenshire County Council's Mental Health Preventative funding.** This funding enables us to continue delivering essential early intervention support for people's mental health across the county.

Gambling

A major step forward this year has been our new programme dedicated to raising awareness and providing support for women impacted by gambling-related challenges. This contract marks a vital service for women across Wales, ensuring they are aware of specific ways women may struggle with gambling, and are able to access the help they or someone they know may need.

Carers

Lastly, we were successful in our grant application to the Carers Trust to support carers across Wales. Through this, we're administering short break opportunities and grants to carers of people with mental health issues, offering much-needed respite for those providing invaluable care.

Each of these achievements represents more than just a contract; they reflect our dedication to supporting people in Wales. Whether it's providing mental health support, housing assistance, or crisis intervention, we are constantly evolving to meet the needs of the communities we serve.

Retaining Existing Services

Substance Use

We were thrilled to be successful in continuing to support the **Caniad service**, empowering individuals who want to make their voices heard and shape substance use services across North Wales. It's about creating space for people to influence real change in their own care and wider community.

Veterans

We were successful in securing funding from the Armed Forces Covenant Trust to continue to be the Welsh Strategic Partner of the **Veterans' Places, Pathways and People programme** to coordinate Veteran's groups, organisations, and funding in Wales.

Mental Health

We've also been successful in tenders to deliver day opportunities, community wellbeing activities, and social inclusion projects, throughout West Wales thanks to **funding from Hywel Dda University Health Board**. This incorporates many of our existing services such as our Carmarthenshire day services, Aberystwyth Social Clubs, Tenby Resource Initiative etc.

Service Expansion

We further expanded our **CAMFA counselling service** to support children and young people aged 14+ in North Wales, offering a combination of Counselling and Cognitive Behavioural Therapy (CBT) to them and their families. In addition, we're proud to be working with **Betsi Cadwaladr University Health Board**, delivering counselling services for those on CAMHS waiting lists. We were also successful in a bid to provide counselling supervision to existing counsellors in Wrexham.

Through successful framework bids, we've **expanded our counselling services** in Rhondda Cynon Taf and Wrexham County Council. Our partnership with Rhyl City Strategy also continues strong as we were added to the **In Work Support Framework**, providing counselling to individuals as they move into or sustain employment.

Our Service Highlights

Employment Programmes - Cyfle Cymru

Adferiad continue to lead the delivery of the large-scale Welsh Government funded 'Out of Work Service' across all five lot areas throughout Wales and directly delivers the Cyfle Cymru programme in North Wales, with Kaleidoscope in Powys, with Barod and Kaleidoscope in Cardiff and the Vale of Glamorgan, and with Barod in Swansea Bay and Dyfed. It remains the largest service ever delivered by Adferiad – in terms of both value and geographical spread.

The Welsh Government's Out of Work Service funds a programme which 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.

From the commencement of the project in October 2022 to the 31st March 2024, Cyfle Cymru has attracted more than 4,200 registrations across the five lot areas. Over 65,986 hours of support delivered, nearly 5,000 accredited and non-accredited qualifications have been awarded since the programme began. 250 people have been supported into employment, with 733 gaining work or volunteering experience and 1,616 people received support for co-occurring needs.

Housing

During 2023 – 24 Adferiad have provided 25 projects funded by Housing Support Grant (HSG) contracts. The contracts are across 10 Local Authorities: Wrexham, Flintshire, Denbighshire, Conwy, Gwynedd, Ceredigion, Pembrokeshire, Carmarthenshire, Merthyr Tydfil and Neath Port Talbot.

We also provide Supported Accommodation projects such as Wrexham Supported Accommodation which is delivered across four houses and one cluster flat, supporting up to 20 occupants.

Adferiad successfully tendered for a new project which is to commence on the 1st April 2024; Merthyr Tydfil Floating Support Services (with Dispersed Mental Health) the project will be known as Merthyr Outreach Tenancy Support (MOTS). Two HSG services contracts ended in 2023 – 24.

Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV)

Adferiad Recovery were successful during 2023/24 in gaining capital funding from the Office of the Police and Crime Commissioner and the Welsh Government to purchase and renovate a three-bedroom property for the support of an individual and family who have been affected by VAWDASV. This is the third year we have received such funding.

Young Persons' Services

Adferiad delivers a comprehensive range of services for young individuals facing challenges related to mental health, substance use, and criminal justice across Wales. Our Young Persons' Substance Use services have supported 150 young people in Powys, and our SWITCH service in Neath Port Talbot supported 355 clients and received 108 referrals for young people who are experiencing or are at risk of experiencing substance use issues. Additionally, our Early Intervention in Psychosis services provide crucial support to young people and their siblings during what can be a frightening time for the entire family. In 2023/24, the team supported 96 young people through this service.

Our CYP 24/7 supported accommodation in Merthyr Tydfil consists of five self-contained flats, providing support to young people who are care leavers and those needing lower-level support. This year, the team has successfully supported eight young people in their journey towards independent living.

Through our partnership with Mental Health UK, we have delivered 306 sessions of support through our Bloom and Your Resilience programme to children and young people in various settings, including schools, colleges, CAMHS, sporting excellence pathways and community groups.

We have also been successful in extending our CAMFA counselling service to children and young people aged 14+ in north Wales – a welcomed and much needed service which provides Counselling and CBT to young people and their family/carers.

We have a new contract with Betsi Cadwaladr University Health Board, providing Counselling for those on CAMHS waiting lists.

Crisis Sanctuaries

Adferiad continues to play a crucial role in supporting adult mental health through its Sanctuary Services across Ceredigion, Swansea, Neath Port Talbot and Carmarthenshire . These services have become essential resources for individuals experiencing mental health crises. During the 2023/24 reporting period, Adferiad's Sanctuary Services have demonstrated significant reach and impact: A total of 1,826 referrals have been received, staff have conducted 1,558 support calls, which are critical in providing emotional support, and guidance to those in need. For individuals experiencing acute crises, direct interaction is often necessary, Adferiad has provided 438 clients with face-to-face support serving as a lifeline for many, offering comfort and practical advice during times of distress.

In 2023, Adferiad successfully secured the contract to establish a CYP (Children and Young People) Sanctuary in Llansamlet, Swansea. This facility offers a safe and supportive environment specifically designed to meet the needs of children and young people. The service provides essential mental and emotional support to young individuals facing various challenges, with a direct referral pathway through the CAMHS Crisis team.

Our Service Highlights

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. There are significant concerns over the state of the building at Hafan Wen, discussions are ongoing with BCUHB around the future commissioning of Hafan Wen with various options being explored.

Parkland Place Lancashire – our detoxification and treatment centre in beautiful grounds in Chorley continues to provide high quality support and we redeveloped 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. The service now offers 23 rooms of an extremely high standard of accommodation and care and 2023/2024 has seen occupancy challenges improve.

Parkland Place North Wales is currently taking both private and statutory clients for rehabilitation. We are in the process of developing the site to include a new gym facility, and various subtle changes to rooms such as coffee machines etc. We have a new Marketing and Communications officer in post, part of their role is to move forward with a marketing campaign to attract more private clients to the facility. We continue to deliver the gambling pathway from Parkland Place North Wales.

Adferiad's Veterans Services - Change Step

Change Step offers effective support for veterans, their families and carers in Wales. During this period, we've successfully delivered on all projects and programmes in our current portfolio which includes: Veterans NHS Wales (BCUHB) where we've successfully extended our existing contract up to March 2025; Tackling Isolation and Loneliness, Veterans Places, Pathways and People programme (V4P) where we have successfully moved into a new phase of work which will hopefully extend this contract up to 2026; and Look Back to Move Forward which is progressing well. We have also retained our Gold Award for the Defence Employer Recognition Scheme and are proactively raising the profile of Change Step to ensure we are well positioned to grow this service further in 2024/25.

Therapeutic Services

We were successfully added to frameworks to deliver counselling in Rhondda Cynon Taf and supervision to Counsellors in Wrexham County Council. Our work with Rhyl City Strategy continues as we were successfully added to the new In Work Support Framework this year to provide Counselling for clients on this project.

Domiciliary Care

Adferiad is Registered with Care Inspectorate Wales (CIW) in six of the seven Partnership Areas of Wales; North Wales, West Wales, Cwm Taf, Powys, Cardiff & The Vale and West Glamorgan (This registration is currently dormant). Adferiad deliver a broad range of Domiciliary Support Services, ranging from Home Care, Domiciliary care within an Extra Care Scheme, and Respite Care & Support.

The Adferiad CIW Annual Return Report that was submitted for all Adferiad Registered Services, 305 individuals had been provided Domiciliary Support during 2023 – 24.

Adferiad Recovery delivers a range of domiciliary care services across Wales, including floating care services, support in shared accommodation, and, more recently, the development of extra care services in 2022/23. During 2023/24, we received 72 referrals and supported 183 active clients across these services, demonstrating our ongoing commitment to providing tailored care and support to individuals in their own homes and communities.

Mental Health Services

Adferiad's community mental health services continue to expand despite wider funding concerns. In 2023/24, we successfully tendered to retain our existing services with Hywel Dda UHB in Carmarthenshire, Pembrokeshire, and Ceredigion under a new 3+1 year contract. Additionally, we secured 3 out of 5 lots within Carmarthenshire County Council's Mental Health Preventative funding, totaling £137k per annum for 4+2 year contracts. This success underscores our commitment to providing essential mental health support across these regions.

Caniad CVUHB continues to collaborate with the Cardiff and Vale University Health Board, the Mental Health Clinical Board (MHCB), and Mental Health Services to amplify the voices of those with lived experience. This year, Caniad CVUHB received 50 engagement requests from MHCB services, enabling 96 members to provide valuable insights and support positive changes in mental health services. Caniad CVUHB is now a key part of the Cardiff & Vale University Health Board's Lived Experience Panel, ensuring that opportunities for sharing lived experiences are meaningful and beneficial.

During 2023/24, Adferiad supported 1,375 active clients and received over 400 referrals into our mental health and wellbeing services across Wales.

Our Service Highlights

Families & Carers Services

Adferiad operates 23 families and carer services across Wales and supported 2,243 carers during 2023/24. Our services for carers include Carers Respite Services, Carers Assessment services, Information, Advice, and Guidance, Carers Newsletters, Training, a hospital-based service including Carers Café in Gwent, and Carers Card Schemes. Additionally, we established an internal Carers Forum, which meets in person twice a year to share best practices and ideas for developing our carer services.

Last year, we were awarded Amser funds to deliver respite grants to carers across all the local authorities where we provide services. This funding has significantly bolstered the resilience of the unpaid carers we support. To date, we have processed 310 applications for respite breaks, including spa breaks, meals out, National Trust memberships, and group activities.

Treatment Services

Adferiad continues to offer a wide range of support to individuals whose lives are negatively impacted by substance use, both strategically and within the community. Working closely with our partners, we provide services to those aged 18 and above, including a harm reduction model of care, a hidden harm service, an abstinence program based on the Minnesota model, and a family support service. The implementation of a rapid one-to-one harm reduction program in the NPT area has significantly increased our capacity to handle a greater number of referrals. During 2023-2024, treatment services across Swansea Bay directly supported over 1,400 individuals, with more than 1,300 new referrals.

Problem Gambling

Adferiad is working with academic partners to deliver the 'Look Back to Move Forward' project, which will develop a new timeline assessment of gambling, alcohol use, and mental health in recently transitioned veterans. It will lead to systems-wide change in help and support services for veterans with complex addiction needs.

It is a collaboration with Anglia Ruskin University, Swansea University and funded through a Transformational Grant award of £300,000 from the Armed Forces Covenant Fund Trust.

Our Strategic Lead of Gambling Related and Other Harms provides the Secretariat for the Cross Party Group on Gambling at the Senedd, and has spoken at a number of conferences in the UK and Europe in 2023/24 further cementing Adferiad's place as a leading provider of services. We continue to deliver the National Gambling Treatment Service which has been extended based on project outcomes.

Criminal Justice Services

Adferiad continues to work in this challenging space through local services such as Ty'n Rodyn and Ty Adferiad, both of which are highly successful. The Circles of Support and Accountability (COSA) project works with some of our more complex clients across Wales and is achieving great outcomes, it has also enabled us to build a strong network of partners including the Ministry of Justice (MOJ), Police, and HMPPS.

Our Dyfodol service, operating in the statutory prisons in South Wales, supported 9,437 individuals during 2023/24, delivering 20,696 one-on-one support sessions and 258 group sessions, which had 2,063 participants across all establishments. The groups included SMART Recovery, Brief Interventions, Acupuncture, Motivate to Achieve, and 5km Walking Groups. These initiatives underscore our commitment to effectively supporting individuals within the criminal justice system and addressing their complex needs.

Adferiad's Appropriate Adult Service continued delivery to South Wales, Dyfed Powys and Gwent Police Force areas. During 2023/2024 we have delivered a service to a total of 3,334 vulnerable adults during police detention and questioning, provided training to 60 individuals across Wales. During this period 10 external talks have also been delivered to associated police forces as Custody Sergeant training refresher as well as the Police Crime Commissioner's Office.

National Services

Time to Change Wales

2023/24 saw the eleventh full year of operation of 'Time to Change Wales', an initiative aimed at reducing mental health stigma and discrimination, delivered in partnership with Mind Cymru. The project successfully fulfilled all targets for the year for every Pillar managed by the Community and Employer Engagement team overseen by Adferiad: 16 new organisations have pledged with most employing people from the most deprived areas and/or have a high percentage of Black Asian and Minority Ethnic employees; 28 anti-stigma talks have been delivered to 830 individuals with another 525 conversations taking place at exhibition stands; 34 new Champions have been trained including 47% from Black Asian and Minority Ethnic communities and 502 staff were trained at Swansea Bay University Health Board in tackling stigma in healthcare settings.

Mental Health & Money Advice

Mental Health and Money Advice continue to provide clear, practical advice and support for people experiencing issues with mental health and money. Annual gains for our clients during this period was £1,005,971.16, where we supported 325 new clients in addition to ongoing caseloads.

Service in Focus

Children and Young People Sanctuary

This year, we proudly mobilised the Swansea / Neath Port Talbot (NPT) Children and Young Peoples Sanctuary Service, a vital out-of-hours service dedicated to providing support for young people in mental health crisis across Swansea and Neath / Port Talbot counties. The Sanctuary offers a safe, welcoming, and homely environment designed to support those aged 12 to 18 facing emotional and mental health difficulties.

The service provides practical and therapeutic support. Equipped with a lounge, dining area, private spaces for one-to-one support, and even basic facilities such as showers and laundry, the Sanctuary ensures young people can de-escalate from their crisis in a safe and calming environment. With the CYP Sanctuary, we aim to reduce the risk of harm, lessen the need for hospital admissions, and provide pathways for longer-term support through referrals to additional services as needed.

Meeting a Growing Need

The development of the Sanctuary stems from a critical recognition of the need for appropriate mental health support services for young people. Over the years, mental health crises among children and adolescents have increased significantly, with the effects of the COVID-19 pandemic further exacerbating this issue. Young people in crisis often have no other option but to present themselves at local emergency departments or hospital settings, which can be overwhelming and inappropriate for those in emotional distress.

Our partnership with Swansea Bay University Health Board's Child and Adolescent Mental Health Service (CAMHS), funded by the Welsh Government, allowed us to create an admission avoidance service that prioritises immediate intervention and support in a calming space.

A Holistic Approach to Crisis Support

The service operates on a three-step approach: providing immediate support in a calm setting, helping young people explore the factors that contributed to their distress, and equipping them with tools and techniques to manage future challenges. Whether through well-being activities, group sessions, or confidential one-to-one support, our trained staff are on hand to offer grounding techniques and help young people regain emotional control. This holistic approach aims to empower individuals, giving them the ability to manage their emotions and behaviours more effectively.



Adferiad

Young People at the Heart of Our Design

From the outset, we knew it was essential to involve young people in the development of the Sanctuary. From choosing the colour scheme to selecting the furniture and soft furnishings, young people's input shaped the warm and calming environment we've created. The aim was simple: to make the space comfortable, calming, and accessible for young people in crisis, and by all accounts, we've succeeded.

With communal areas that include a games room and sensory room, the Sanctuary provides more than just a space for immediate crisis intervention. It's a place where young people can relax, engage in activities, and begin to feel safe again. The feedback has been overwhelmingly positive, both from the young people themselves and their families. They've praised the service for offering not just crisis intervention but a place where young people can explore their emotions and learn coping mechanisms for the future.

A Promising Future

We are incredibly proud of the work we've done in partnership with CAMHS to launch this much-needed service, which we believe will make a lasting impact on the lives of young people. By providing a safe, supportive space during moments of crisis, the Sanctuary is helping to fill a critical gap in mental health support for children and young people, ensuring that they receive the right support at the right time.

Looking Ahead

As we move forward, we plan to expand access pathways, ensuring more young people can benefit from this service. With mental health issues continuing to rise, services like the Sanctuary will play an increasingly vital role in providing the support young people need to manage their mental well-being and avoid reaching crisis points.

YOUNG PEOPLE
POBL IFANC
The Sanctuary
y Noddfa



Our Campaign



Adferiad's Cost of Living Campaign

During the Summer of 2023, Adferiad launched it's cost of living campaign - 'Time to Take Control', which was in response to our stakeholders telling us that a priority for them in 2023 was 'how to get though the cost of living crisis safely and in good health'. The aim of the campaign was to provide practical and personal support to people during the cost of living crisis, empowering them to take control of their own situation, and to campaign for action to the UK and Welsh Governments, Local Authorities and NHS, and others to support our client group. Throughout the campaign, we worked closely with UK and Welsh partners Carers Wales and St Giles Trust to ensure that carers and families were fully supported. We also engaged nationally and locally with the Department for Work and Pensions, Dwr Cymru, Unison and Local Authorities to facilitate dialogue and enhance their understanding and response to client needs.

Our campaign was launched by Jane Hutt MS, Minister for Social Justice and Chief Whip, who also concluded the summer campaign on the 10th October in the Senedd where she was presented with the report and findings of the campaign. Over the Summer, we brought the campaign to 29 different events, with more than 200 staff and volunteers helping and taking part, including 10 members of the Senedd also attending. we spoke to more than 1000 people about their experiences of the cost of living crisis and opened our survey to all our members, beneficiaries and wider public across Wales to gather insight into how the crisis was affecting them.

We found that nearly **80%** of people reported that their living costs had increased a lot from the previous 18 months, **86%** stated that they had struggled to pay basic bills. Throughout the campaign, our money and mental health advice service was voted as the most important campaign offer, with more than **80%** of people stating that this was extremely important.

A 10 point plan was then co-produced by Adferiad with our beneficiaries, outlining key ways in which we can all help to get through the cost of living crisis:

The UK Government

1. Ensure benefits for people with a disability or long- term sickness rise with inflation (inflation for people living in poverty is much higher because fuel costs represent a higher than average proportion of their spending – so this needs to be factored in); also, implement a fairer and more easily accessible Personal Independence Payment (PIP) assessment process which gets help to people quickly.

2. Restore the £20 additional weekly uplift on Universal Credit which was so helpful during the height of the Covid pandemic.

3. Improve financial support for carers, recognising the cost benefit of carers being able to play their role in providing support.

4. Long-term: start a national conversation about the future of benefits, with the goal of improving the lives of people who are at risk and depend on benefits.

5. Ramp up help for those with mental health and addiction problems who are ready to become economically active – improving support, training and incentives while not pressurising those unable to work.

The Welsh Government

6. Promote further the need to ensure that all those using secondary mental health services have an effective Care and Treatment Plan in place and that these include the outcomes to be achieved and what services are to be provided, or actions taken, under the 'Finance and Money' section.

7. Ensure that all adults at risk and their carers – and families of at-risk children – have easy and timely access to advice and advocacy relating to money management and debt.

The Welsh Voluntary Sector

8. Prioritise support for people at risk who are most affected by poverty, including providing advice and support or facilitating access to support by specialists.

9. Provide a voice for people at risk so that their needs are heard by both the UK and Welsh Governments.

All of us

10. **Be good neighbours!** Helping those around us can make a big difference, whether that means donating to a food bank or just helping an individual or family whom you know.

Our Partners

Adferiad itself is a merger of CAIS, Hafal and WCADA because we recognised that our separate expertise was most effective when combined.

We believe that our work as a charity needs to be led by the needs of our clients, and as such we are always seeking to forge partnerships with a range of different organisations who we can work with to better support the needs of our clients.

This can stem from joint case work on the ground with local charity partners, or health care teams such as CMHTs, through to formal partnership like our Out of Work Service delivered in partnership with Barod and Kaleidoscope, and also our national, and international strategic campaigning partnerships such as the Wales Alliance for Mental Health, DACW, and GAMIAN.

To be effective we need to put aside the boundaries that can arise around organisations and focus on our shared objectives **– to provide the best support to people who need it in Wales.**

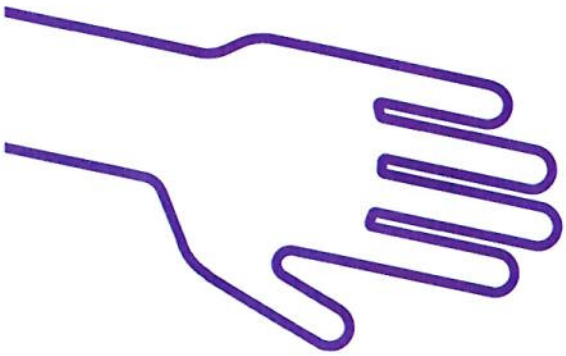



Cyngor Sir Ceredigion County Council
Cyngor Sir Gâr Carmarthenshire County Council
Cyngor Abertawe Swansea Council
Torfaen County Borough
Powys
Bridgend
Merthyr Tudful Merthyr Tydfil
Blaenau Gwent
Caerdydd Cardiff
Monmouthshire
GambleAware
Coleg Nyrsio Brenhinol Cymru Royal College of Nursing Wales
Vale of Glamorgan
Bro Morgannwg
Newport Casnewydd
The Armed Forces Covenant Fund Trust
Llywodraeth Cymru Welsh Government
CAIS
Mental Health UK
UNISON the public service union
Adferiad
NCMH
Platform
RCS
barod
bipolar UK
The Care Collective
Cymdeithas Bofal The Care Society
carers Wales
diverse cymru
GOS
Gordon Moody
Growing Space
Inside Out Cymru
Kaleidoscope
Mental Health Foundation
Mental Health Matters Wales
mind Cymru
Shelter Cymru
St Giles Cymru
Trawsgoffennol yn dcyfodol
Turning a past into a future
ateb
Cadwyn
Cartrefi Conwy
Dyfodol
newid
stori
ClwydAlyn
Cynon Taf
Linc
Parabl
time to change Wales
Dechrau Newydd
Grŵp Cynefin
Mwy na thai • More than housing
Hafod
Merthyr Valleys Homes
Cyfle Cymru
Wrexham One Love Choir
Papyrus
Prevention of Young Suicide
pobl
united welsh
Wales & West Housing
caniad
Carers Trust Wales

Fundraising

We are incredibly grateful for the generosity we receive each year from community groups, businesses, and individual donors across Wales. This support is crucial in enabling us to continue our vital work, helping people facing challenges with mental health, substance use, and other issues.

Registered with FUNDRAISING REGULATOR





Scan here to donate!

This year, our supporters have gone above and beyond, participating in a range of activities, from climbing Pen Y Fan to organising group office events, all to raise funds for Adferiad. We are also deeply touched to have received over £25,000 in in-memorium donations, a testament to the impact our services have had on families throughout Wales.

In total, £102,559.21 was donated in 2023-24, either for specific projects or to support our general charitable work. This extraordinary sum has directly contributed to the continuation of services that provide crucial support to individuals and families in Wales.

We extend a heartfelt thank you to every individual who took the time to organise or participate in these fundraising events. Many of these efforts represented significant personal challenges, and every pound raised will go towards ensuring we can continue to be there for people who may be struggling.

One inspirational example came in February 2024, when a team of 11 from North Wales collectively raised £6,559 in memory of Jordan, who alongside his family accessed some of our mental health and carer services in Flintshire. Jordan's family shared his story:



“Jord was an amazing, caring, kind, and fun-loving son, brother, uncle, grandson, and friend.

But behind this, he struggled on a daily basis with his mental health, and only his immediate family knew of his struggles. It wasn't until we found Adferiad (previously Hafal) that we felt we were making progress in supporting Jord. Family and friends travelled to Langar Airfield in Nottingham to skydive in his memory, the weekend after what would have been his 26th birthday."

All skydive expenses were covered by family members and friends, ensuring that every penny raised went directly to Adferiad. The efforts of Steve and Anna, Jordan's parents, his brothers Josh and Callum, and his sister Emily, as well as Connor, Cain, Courtney, Aled, Yasmin, Lee, Abbi, and Kieran, not only honoured Jordan but also helped raise awareness about the importance of providing resources for families who don't know where to turn for help.

Anna, Jordan's mum, shared:

"We had a fabulous day, very emotional! I am very keen for help and support for family members who struggle not knowing how to help their loved ones. The effect it has devastates families and we as a family would like awareness to be at the forefront, so that family members have access to resources and know there is somewhere they can reach out to!"



To everyone who fundraised, donated, or supported us in any way this year – thank you. Your contributions make a real difference in the lives of those we support across Wales.

Sustainability:
An Adferiad Green Future

As an organisation we are determined to act on and succeed in becoming Net Zero by 2030. We have team bases in every county in Wales, three hospital sites (including one in Lancashire), a rehabilitation unit, multiple residential properties, and modern offices. We operate a fleet of nearly 50 vehicles including minibuses, food transportation, and cars. Our aim is that our assets are focused on maximising impact for our beneficiaries, saving money, and improving our carbon profile.

Our sustainability objectives:

- Review all property use annually to ensure best use of resources.
- All refurbishments to include energy efficient, low carbon approaches , e.g. LED lighting, insulation, automatic lighting, etc.
- Increase the number of residential units available for our beneficiaries by 5% per annum.
- Review all staff mileage biannually to ensure best use of time and resources.
- Plan to replace all vehicles with plug in hybrids or pure electric vehicles over the next five years.
- Encourage the use of technology to reduce travel while recognising the value of face-to-face engagement.
- Carry out Carbon Mapping for Adferiad Recovery.
- Create a sustainability group to develop plans for a 10% year-on-year reduction in carbon mapping.
- Utilise new technology to reduce the use of paper and printed materials including publications, marketing, and internal communications by reducing stationery consumption by 10% per annum in real terms.

Adferiad

We have undertaken a comprehensive carbon mapping exercise and have a Carbon Reduction Plan in place which is reviewed year on year.

In the future we hope to implement measures such as:

- Switching to a 100% renewable electricity provider. This will bring down our overall emissions by around 7.64%.
- Replacing current petrol/diesel run company owned vehicles to 100% electric vehicles over the years. This will bring down our current emissions by around 4%.
- Tackling emissions produced by employee commutes by incentivising staff to switch to electric vehicles or take public transport to work in the coming years.
- Reducing emissions produced by business travel over the coming years by using only electric vehicles.
- Reducing emissions relating to subcontracted delivery services by opting for courier companies with lower carbon footprint.
- Lessening emissions relating to online storage by using to cloud services with a lower carbon footprint over the coming years.
- Reducing CO2 emissions generated through the disposal of operational waste by ensuring better utilisation of waste handling practices (i.e. Maximizing the amount of waste sent for recycling, reducing the volume of waste incinerated, etc).

Key Developments

In addition to our aforementioned rights-affirming and campaigning work, we have had other significant developments over the last year.



Certified Gold & Ruby for our Cultural Competence work

The Diverse Cymru Cultural Competence Certification Scheme recognises the progress organisations are making toward breaking down barriers many Black, Asian and Minority Ethnic groups face in the workplace. We received two awards for our rights affirming work, a Ruby award for our North Wales Office, and the highest award of the year, the Gold Award, for our Swansea Lakeside Office.

Achieved the first stage of ISO 14001 Certification

ISO 14001 is an internationally recognised standard for environmental management systems. It provides a framework that organisations can follow to establish, implement, maintain, and improve their environmental performance. We hope to follow up our stage one success with the full certification later in 2024.



Launched the 'Future Leaders' Programme

In December 2023 we launched our Future Leaders Programme at Bangor University. The Future Leaders Programme is focused on developing those who currently manage or have an ambition to manage Adferiad's services and departments, into the individuals who will be ready and able to lead our organisation in the future. The programme continued into 2024, with candidates selected to study a work based, level 3, 5 or 7 qualification.

Invested more in our Staff Wellbeing scheme 'Cadw'n Iach'

This year we increased our counselling provision within our Cadw'n Iach wellbeing team, allowing us to support even more staff who may be experiencing difficulties in their lives.



Launched our Staff Welfare Fund

In September 2023, our Staff Wellbeing Fund went live. The fund aims to support employees who may be experiencing financial hardship. To build up the funding pot, staff were asked to donate 1 hour of their gross salary per month, with Adferiad matching any contributions made up to £1000 per month. The response from staff has been breath-taking and a huge thank you goes out to everyone who was able to contribute.

Launched 'Y Pantri' and 'The Junction' as part of CSE

In July 2023 we launched 'Y Pantri' in partnership with St Giles Trust and CAIS Social Enterprises. Y Pantri is a social supermarket with the goal of helping people who are struggling to provide for themselves and their families by offering high quality products supplied by Fareshare.

In addition to Y Pantri, CAIS Social Enterprises (a subsidiary of Adferiad) were also able to open a new social enterprise at Llandudno Junction Train station. As the newest addition to the Porter's café brand, the coffee shop will provide commuters with great coffee, and the knowledge that the cafe's profits go towards funding further community services.



Became an integral part of the National Gambling Support Network

The National Gambling Support Network is a group of providers commissioned by GambleAware to provide treatment and support for people experiencing Gambling Related Harms and Complexities. As a national provider, we have attended a number of regional boards to promote the treatment pathway that we deliver as part of our gambling services.

Accredited as a Living Wage Foundation Employer

This year we continued our commitment to our staff by maintaining our accreditation as a 'Living Wage Foundation Employer'. This accreditation demonstrates our commitment to our staff by ensuring they are paid a living wage, reflecting our dedication to their well-being, professional development, and to building a stronger, more sustainable organisation.

Looking Forward

Health and social care services continue to struggle post pandemic with many not yet returning to pre pandemic methods of operation. While Adferiad maintained services on a face-to-face basis even during the pandemic, many other services have become less productive and continue to highlight the pandemic as a reason for poor productivity and performance. This remains highly unsatisfactory for our beneficiaries, and Adferiad will need to support their voice in challenging such working practices.

We know that there will be an election in 2024/25 at UK level, and employment of people with health conditions who are currently economically inactive will be a key priority for whoever leads the country. Adferiad will continue to demonstrate the effectiveness of peer led programmes and encourage those who have experienced them to assist us in coproducing the best models for this work.

We will also use 2024/25 to provide practical learning and development opportunities to the ILM cohorts through developing organisational change programmes which will review, update, and embed organisational systems and processes appropriate for an organisation of scale. By providing these as ILM linked projects, the future leaders will have increased ownership of the changes implemented, and as these cohorts are made up of staff from across grades and services, our systems will be built from ground up. This will be supported by new leadership in our People and Culture Directorate and through our partnership with Gower College.

Adferiad 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 to respond in the following ways:

Seek joint working relationships with providers based elsewhere in the UK to develop shared approaches, increase awareness of Adferiad, and to share best practice. We will also continue to invest in our partnerships with Mental Health UK, the Wales Alliance for Mental Health (WAMH), Gamian, EUFAMI, DACW, and other alliances to ensure the voice of our beneficiaries is heard.

Through collaboration with leading researchers and institutions including several Universities throughout the UK, Adferiad has established several key research projects in 2023/24, including working with Swansea University and Nottingham Trent University in the 'public (dis)-trust? of AI in Mental Health' where the paper was published, with a view to presenting the paper at the SLSA conference next year. Another key research project has been working with the GW4 Alliance and BiPolar UK as part of the £4.3 million pound grant from UKRI and MRC to accelerate impactful research into, and treatments for, severe mental conditions.

Adferiad is dedicated to not only improving individual outcomes but also contributing to the broader knowledge base of mental health, substance use, gambling-related harms and co-occurring complex needs. This steadfast commitment to research and evidence-based practice underscores our mission to provide the most reliable and impactful support to those we serve.



Overall, Adferiad 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 will also engage with partners who share our concern in respect of those in poverty and we will build upon Adferiad's Promise that no-one in our beneficiary group need be alone. Our impending merger with Diverse Cymru will allow us to further develop our Rights Affirming Organisation approach, and we will ensure that the work on inclusivity pioneered by Diverse continues and expands.

While we believed that post pandemic there would be a renewed focus on delivery of services for the most vulnerable, the cost-of-living crisis has had a major impact on the sector. Adferiad has previously demonstrated our ability to flourish in adversity and we are confident that we will assist our beneficiaries through these challenging times.

Financial Review

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds as restated 2023 £	Restricted funds as restated 2023 £	Total as restated 2023 £
Income from:							
Donations and legacies	3	92,308	-	92,308	120,485	-	120,485
Charitable activities							-
Community Services	4	14,300,723	75,792	14,376,515	15,358,485	43,480	15,401,965
Residential Services	4	9,349,581	751,358	10,100,939	8,909,371	914,734	9,824,105
Investment income	5	159,292	-	159,292	52,785	-	52,785
Total income		23,901,904	827,150	24,729,054	24,441,126	958,214	25,399,340
Expenditure on:							
Charitable activities							
Community Services	6	13,951,423	95,220	14,046,643	13,890,614	60,842	13,951,456
Residential Services	6	9,035,417	668,036	9,703,453	10,188,481	815,503	11,003,984
Total charitable expenditure		22,986,840	763,256	23,750,096	24,079,095	876,345	24,955,440
Total expenditure		22,986,840	763,256	23,750,096	24,079,095	876,345	24,955,440
Net income		915,064	63,894	978,958	362,031	81,869	443,900
Transfers between funds		(5,965)	5,965	-	(5,964)	(3,802)	(9,766)
Other recognised gains and losses:							
Actuarial losses on defined benefit pension schemes		(1,000)	-	(1,000)	(44,000)	-	(44,000)
Net movement in funds	8	908,099	69,859	977,958	312,067	78,067	390,134
Reconciliation of funds:							
Fund balances at 1 April 2023		7,582,546	1,717,534	9,300,080	7,270,479	1,639,467	8,909,946
Fund balances at 31 March 2024		8,490,645	1,787,393	10,278,038	7,582,546	1,717,534	9,300,080

BALANCE SHEET
AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 as restated £	2023 as restated £
Fixed assets					
Tangible assets	12		7,374,592		8,307,531
Investments	13		2		2
			7,374,594		8,307,533
Current assets					
Debtors	14	4,112,855		4,236,210	
Cash at bank and in hand		6,832,505		4,774,722	
		10,945,360		9,010,932	
Creditors: amounts falling due within one year	16	(6,811,587)		(5,874,025)	
Net current assets			4,133,773		3,136,907
Total assets less current liabilities			11,508,367		11,444,440
Creditors: amounts falling due after more than one year	17		(457,292)		(1,196,360)
Provisions for liabilities	18		(794,037)		(948,000)
Net assets excluding pension surplus/ (deficit)			10,257,038		9,300,080
Defined benefit pension surplus/(deficit)	19		21,000		-
Net assets			10,278,038		9,300,080
The funds of the charity					
Restricted income funds	20		1,787,393		1,717,534
Unrestricted funds			8,469,645		7,582,546
Pension reserve			21,000		-
			10,278,038		9,300,080

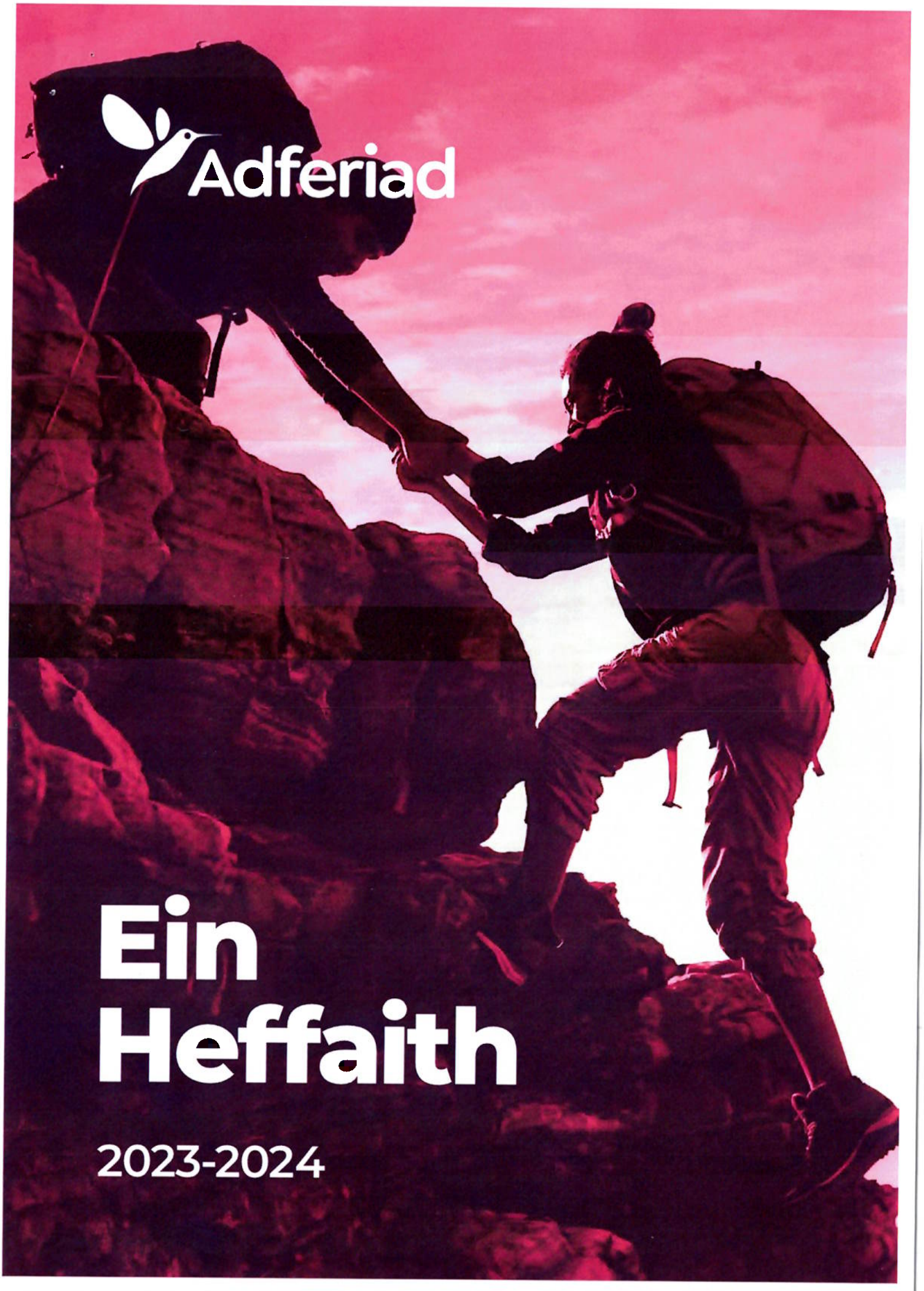
Adferiad

Cefnogi Pobl • Supporting People

www.adferiad.org

Adferiad Recovery is a charitable incorporated organisation registered in England and Wales

Registered Number: 2751104 Charity Number: 1039386


Adferiad
Ein
Heffaith
2023-2024

Cynnwys

Ein Cenhadaeth, Nodau a Gwerthoedd 04

Gair gan ein Prif Weithredwr 06

Gair gan ein Cadeirydd Ymddiriedolwyr newydd ac ymadawol 07

Ein Strategaeth 08

Ein Gwaith Cadarnhau Hawliau 10

Aelodaeth Adferiad 12

Ein Staff 14

Datblygiad y Gweithlu 16

Ein Gwirfoddolwyr 18

Ein Ymchwil 20

Y Flwyddyn mewn Rhifau 22
Datblygiadau Gwasanaeth Newydd 24
Uchelbwyntiau ein Gwasnaethau 26
Gwasanaeth Mewn Ffocws 32
Ein Hymgyrch 34
Ein Partneriaid 36
Codi Arian 38
Cynaladwyedd 40
Datblygiadau Allweddol 42
Edrych Ymlaen 44
Adolygiad Ariannol 46



Ein Cenhadaeth

Mae Adferiad yn ymateb i anghenion pobl sy'n wynebu ystod o gyflyrau iechyd ac amgylchiadau cymdeithasol cymhleth sy'n cyd-ddigwydd – pobl sydd ddim yn cael eu gweld na'u clywed yn aml.

Mae Adferiad yn elusen a arweinir gan ei haelodau sy'n darparu cymorth a chefnogaeth ar gyfer pobl gyda salwch meddwl, caethiwed, ac anghenion sy'n cyd-ddigwydd a chymhleth i uchafu eu potensial personol, ac i gyflawni gwell ansawdd bywyd. Mae ein staff arbenigol a'n gwirfoddolwyr yn defnyddio dull person cyfan i helpu pobl yn mhob rhan o'u bywydau fel y gallant fyw ag urddas ac mor annibynnol â phosibl. Rydym yn bobl sy'n gadarnhaol tuag at hawliau o fewn sefydliad sy'n gadarnhaol tuag at hawliau.

Mae ein cefnogaeth yn cynnwys ystod o wasanaethau lleol a chenedlaethol ar gyfer ein cleientiaid, gofalwyr a theuluoedd; rydym yn cynnig ein gwasanaethau yn mhob un o'r 22 sir yng Nghymru ac yn Swydd Gaerhirfryn.

Rydym hefyd yn rhoi llais yn genedlaethol ac yn lleol ar gyfer ein cleientiaid ac yn ymgyrchu ochr yn ochr gyda hwy i ddiwygio polisi a chyfraith, i wella gwasanaethau ac i frwydro yn erbyn gwahaniaethu.

Mae ein sefydliad yn croesawu pawb i ddod yn aelodau ac i roi mwy o lais i'r rhai hynny rydym yn anelu i'w cefnogi. Mae'r aelodau hyn yn chwarae rhan annatod drwy ethol ein Ymddiriedolwyr, sy'n ein llywodraethu a'n harwain, gan osod cyfeiriad ac amcanion ein sefydliad. Mae rhai aelodau hyd yn oed yn ehangu eu rolau gan ddod yn Ymddiriedolwyr eu hunain. Mae'r Tîm Gweithredol wedyn, trwy gymryd arweiniad gan yr Ymddiriedolwyr, yn arwain y staff i weithredu a chyflawni ein nodau sefydliadol. Yn ei hanfod, mae'r strwythur rhyng-gysylltiedig hwn yn hwyluso sefydliad a arweinir gan aelodau, gan drosi mewnwelediadau ein cymuned i gamau gweithredu sy'n effeithio ar ein hachos.

Ein Nodau

Anelwn i wneud newidiadau positif ym mywydau pobl a effeithir gan gyffuriau, alcohol, problemau iechyd meddwl, a heriau bywyd eraill, drwy ystod o wasanaethau a chefnogaeth a ddarperir gan staff medrus a phrofiadol yn y gred fod pobl yn gallu newid, ac yn newid. Mae Adferiad yn darparu ymateb newydd, ystwyth a chydlynol i'r amgylchiadau eithriadol sy'n wynebu pobl sydd â chyflyrau iechyd meddwl a defnydd sylweddau sy'n cyd-ddigwydd, a materion cysylltiedig.

Mae ein model therapiwtig cynhwysfawr a chydlynol yn defnyddio'r arfer orau oll o wasanaethau iechyd meddwl, defnydd sylweddau, cyfiawnder troseddol ac ystod o wasanaethau iechyd, cyflogaeth a gofal cymdeithasol. Mae tîm cyfunol Adferiad yn gweithio mewn modd cyfannol i fynd i'r afael ag anghenion pob cleient, gan greu'r amodau gorau ar gyfer triniaeth a chefnogaeth effeithiol ar gyfer cyflyrau sy'n cyd-ddigwydd a diagnosis deuol.

Gweithiwn gyda'n cleientiaid i'w hymgysylltu a'u cefnogi drwy eu hadferiad. Defnyddiwn ymagweddau cyd-gymorth, mentora cyfoedion a llywio cymdeithasol profedig i helpu pobl i gymryd rheolaeth o'u bywydau eu hunain, i greu eu cynllun adferiad eu hunain, ac i weithio tuag at annibyniaeth a ffyniant.

Gweithiwn ar draws rhwystrau er budd ein cleientiaid. Datblygwn bartneriaethau gyda'n comisiwynwyr, ein cyd-ddarparwyr, ymarferwyr ac ymchwilwyr, sy'n rhannu ein huchelgais i drawsnewid bywydau a rhagolygon rhai o bobl mwyaf agored i niwed yng Nghymru.

Ein cenhadaeth yw i groesawu pawb i greu timau cynhwysol. Dathlwn wahaniaeth ac annogwn bawb sy'n rhannu ein gwerthoedd i ymuno â ni ac i fod yn nhw eu hunain yn y gwaith.

Ein Gwerthoedd



Gweithio Gyda'n Gilydd



Urddas a Pharch



Ymrwymiad i Ofal a Chefnogaeth o Safon



Dysgu ac Adlewyrchu



Neges gan ein Prif Weithredwr

Bu 2023/24 yn flwyddyn wirioneddol werth chweil i Adferiad Recovery. Wrth i ni nodi ein trydedd flwyddyn ers yr uniad, cawsom y fraint o gefnogi dros 30,000 o gleientiaid ar draws ystod eang o wasanaethau, yn cynnwys iechyd meddwl, defnydd sylweddau, gofal cyn-filwyr, salwch meddwl difrifol, digartrefedd a rhaglenni cyfiawnder troseddol. Mae ein cyrhaeddiad wedi parhau i ymestyn, ar draws Cymru ac yn Swydd Gaerhirfryn, gyda 154 o gontractau wedi eu darparu a 27 o wasanaethau neu brosiectau newydd wedi eu cyflwyno.

Mae ansawdd ein gwasanaethau'n parhau i'w weld yn glir, gydag archwiliadau allanol yn cadarnhau ein statws ISO 9001:2015, yn ogystal ag adroddiadau arolygiad cadarnhaol iawn gan reoleiddwyr megis Arolygiaeth Gofal Cymru ac Arolygiaeth Iechyd Cymru. Rydym yn falch o'r gofal mae ein timau'n ei ddarparu a byddwn yn parhau i wella'r gofodau ble mae ein cleientiaid yn ffynnu.

Daeth eleni â datblygiadau cyffrous yn ein gwasanaethau gamblo. Fe lansiwyd y rhaglen ymwybyddiaeth gamblo Gymru gyfan i fenywod ac mae'r deilliannau o'n gwasanaeth triniaeth preswyl, a ariennir gan GambleAware wedi mynd y tu hwnt i'r disgwyliadau. Fe lansiwyd ein hymgyrch 'Mae'n Amser i Gymryd y Llyw' mewn ymateb i'r argyfwng costau byw, gan gyrraedd miloedd o bobl a rhoi llais i'r rhai sy'n ei chael yn anodd, a'n helpu i eirioli dros newid go iawn.

Roedd ein Diwrnodau Iechyd Corfforol ym Mae Colwyn ac Abertawe yn arbennig o gofiadwy. Roedd gwylio staff, gwirfoddolwyr, a chleientiaid yn dod at ei gilydd ar gyfer gweithgareddau hwyliog, bwyta'n iach, a chysylltiad a rennir yn atgof pwerus o'r ysbryd cymunedol sy'n greiddiol i Adferiad.

Gwelodd y flwyddyn hon hefyd y dorch yn pasio gan Clive Wolfendale, a helpodd i lywio'r elusen drwy ein blynyddoedd cyntaf wedi'r uno fel Cadeirydd yr Ymddiriedolwyr, i'r Parchedig Sue Northcott, fydd yn cymryd y rôl ac yn dod â'i phrofiad byw a'i hangerdd am ymgysylltiad defnyddwyr gwasanaeth iddo. Hoffwn ddiolch o galon i Clive am ei holl gefnogaeth a'i ymrwymiad yn ystod y blynyddoedd ffurfiannol hyn, a diolch iddo hefyd am gytuno i ymgymryd â rôl ddirprwyol i gefnogi Sue. Edrychaf ymlaen i weithio gyda Sue a'r Bwrdd Ymddiriedolwyr i sicrhau bod Adferiad yn parhau i ddarparu y gorau y gallwn ar gyfer ein buddiolwyr.

Yn olaf, hoffwn ddiolch yn bersonol i'n tîm anhygoel, ein gwirfoddolwyr, a'n holl Ymddiriedolwyr. Mae eich hymroddiad yn parhau i fy ysbrydoli, ac rwy'n edrych ymlaen i weld beth y gallwn ei gyflawni gyda'n gilydd yn y flwyddyn nesaf.

Alun Thomas
Prif Weithredwr

Gair gan ein Cadeirydd Ymddiriedolwyr newydd ac ymadawol

Cyhoeddwn, gyda chryn falchder, Adroddiad Effaith Blynyddol Adferiad Recovery ar gyfer 2023-24, sy'n myfyrio ar flwyddyn yn llawn cynnydd, gwytnwch, ac ymroddiad i'n cenhadaeth. Mae ein ffocws ar ddarparu gwasanaethau sy'n trawsnewid bywydau wedi parhau i fod yn ddiwyro, ac rydym yn ddiolchgar am y gwaith anhygoel mae ein tîm wedi ei gyflawni ochr yn ochr â'r cymunedau rydym yn eu gwasanaethu. I mi, Clive, fel y Cadeirydd sy'n ymadael, rwyf hefyd yn falch i fod yn pasio'r awennau ymlaen i Sue, a fydd yn arwain y Bwrdd Ymddiriedolwyr, gan ddod â'i phrofiad ei hun, ei hangerdd, a dilysrwydd rhywun sydd wedi gweld, gyda'i llygaid ei hun, yr hyn y gall Adferiad ei wneud ar gyfer ein buddiolwyr.

Mae'r flwyddyn hon wedi bod yn ganolog wrth adeiladu ar ein sylfaen. Rydym yn parhau i flaenoriaethu lleisiau y rhai hynny sy'n defnyddio ein gwasanaethau, gan sicrhau bod eu hanghenion yn siapio popeth a wnawn. Mae ein Bwrdd Ymddiriedolwyr a'n gwirfoddolwyr yn parhau i fod yn eiriolwyr ymrwymedig ar gyfer unigolion sy'n wynebu heriau bywyd cymhleth, ac mae eu hangerdd yn gyrru ein hymdrechion ymlaen. Rydym wedi ehangu ein modelau gwasanaeth ac wedi gweithredu datrysiadau creadigol i gyrraedd cynulleidfa ehangach. Mae'r ymatebion positif gan ein buddiolwyr yn dangos pwysigrwydd ein hymagwedd cleient-ganolog, gan atgyfnerthu ein cred ym mhwer cefnogaeth wedi ei phersonoleiddio.

Rydym hefyd wedi ymgysylltu mewn digwyddiadau cymunedol ar draws ein gwasanaethau, gan greu cyfleoedd ar gyfer cysylltiad a deialog. Mae'r cynulliadau hyn wedi bod yn ddathliad o'n cyflawniadau ar y cyd ac wedi cryfhau'r cysylltiadau o fewn ein cymuned. Mae wedi bod yn galonogol gweld y gefnogaeth a'r brawdgarwch sy'n ffynnu pan rydym yn dod at ein gilydd.

Mae ein blaenoriaethau strategol, wedi eu datblygu mewn cydwethrediad gyda buddiolwyr a rhanddeiliaid, yn arwain ein llwybr ymlaen. Rydym yn ymroddedig i wella ansawdd ein gwasanaethau, i arwain ymchwil, ac i feithrin arloesedd. Mae'r mewnweliadau dderbyniwyd o ganlyniad i'n rhyngweithio gyda'r rhai rydym yn eu gwasanaethu yn amhrisiadwy wrth i ni weithio i sicrhau bod pob llais yn cael ei glywed a'i barchu.

Wrth i ni edrych ymlaen, rydym yn ymwybodol iawn o'r heriau a achosir gan yr hinsawdd economaidd presennol. Mae ein hymrwymiad i gefnogi'r rhai sydd â'r angen mwyaf yn parhau i fod yn gadarn. Byddwn yn ffocysu ein hymdrechion ar ddatblygu datrysiadau sy'n darparu cymorth gwirioneddol yn ystod y cyfnodau heriol hyn, gan weithio law yn llaw gyda'n partneriaid a'n cefnogwyr. Disgwyliwn bwysau a chyfleoedd gyda Llywodraeth newydd y Deyrnas Unedig, a byddwn yn parhau i weithio gyda gweinyddiaethau San Steffan a Chaerdydd i gyflawni'r deilliannau mwyaf ystyrlon ar gyfer ein buddiolwyr.

Diolchwn o'r galon i'n staff a'n gwirfoddolwyr rhyfeddol, ac mae eu hymrwymiad a'u hangerdd yn parhau i'n hysbrydoli ni oll. Dymunwn hefyd gydnabod ein Ymddiriedolwyr a'r nifer o sefydliadau sydd wedi cefnogi ein cenhadaeth yn hael, gan ein galluogi i gael effaith ystyrlon.

Fel y Cadeirydd newydd, Sue, edrychaf ymlaen yn fawr i weithio gyda'r tîm i gyd i ehangu ac i ymestyn ein hymgysylltiad gyda'n haelodau, ein buddiolwyr, a'r rhai hynny sydd angen ein gwasanaethau. Fel dengys yr adroddiad hwn, ymgysylltodd Adferiad gyda miloedd o bobl yn ystod y flwyddyn diwethaf, a byddwn yn sianelu'r lleisiau hyn i barhau gyda'n neges bod Adferiad yn bosibl.

Diolch i chi am eich hymddiriedaeth a'ch cefnogaeth barhaus. Gyda'n gilydd, rydym yn gwneud gwahaniaeth, ac edrychwn ymlaen tuag at y llwyddiannau sydd i ddod.



Clive Wolfendale
Is-Gadeirydd
Ymddiriedolwyr Adferiad



Sue Northcott
Cadeirydd
Ymddiriedolwyr Adferiad

Ein Strategaeth

Yn Adferiad, cawn ein harwain gan leisiau, profiadau, a dyheadau'r unigolion anhygoel sydd wedi byw drwy'r heriau rydym yn anelu i fynd i'r afael â hwy. Mae ein strategaeth 2022-2025 yn fwy na chynllun; mae'n dystiolaeth o ddoethineb a dirnadaeth y rhai hynny sydd wedi cyfrannu i, a pharhau i siapio, ein gwerthoedd, ein huchelgeisiau a'n cenhadaeth.

Mae Adferiad nawr yn un o'r sefydliadau mwyaf a mwyaf dylanwadol yn ein maes ar draws Cymru a Lloegr, ac mae'r strategaeth hon yn gosod allan ein huchelgais i amddiffyn a gwella bywydau, i gefnogi a chynorthwyo teuluoedd a gofalwyr, i ddwyn awdurdodau cyhoeddus i gyfrif, ac i fod y cyflogwr o ddewis. Mae gennym hanes hir a chlodwiw o gael ein harwain gan ein buddiolwyr, o gael ein hadnabod fel lle ardderchog i weithio, ac o fod yn ddarparwyr ac eiriolwyr o safon uchel. Dros y dair blynedd nesaf byddwn yn gwthio ein hunain i fod y gorau yn yr hyn rydym yn ei wneud, i adnabod a chefnogi'r rhai hynny sydd â'r angen mwyaf, ac i arwain ac annog trafodaeth a deialog ynghylch cyfiawnder cymdeithasol.

Ein Hamcanion Pobl

Atyniad – datblygu gwell pecyn o dermau ac amodau sy'n alinio'r tîm cyfan ar ôl yr uno 2022/23.

2023/24 - Gwnaethom barhau â'n hymrwymiad i fod yn Gyflogwr Sefydliad Cyflog Byw.

Datblygiad – Staff a Gwirfoddolwyr i gwblhau'r holl gyrsiau a ddyrennir yn flynyddol ac i ddangos o leiaf 80% o foddhad.

2023/24 - Mae 94% o'n staff a gwirfoddolwyr yn fodlon gyda'n hyfforddiant.

Cadw staff – gwaith gydag undebau cydnabyddedig i ddarparu gweithle iach a phositif.

2023/24 – Rydym wedi symud ymlaen tuag at sefydlu cytundeb cydnabyddiaeth gydag UNISON.

Amcanion Ein Gwasanaeth

Ymgysylltiad gyda Rhanddeiliaid – arolygon blynyddol yn dangos dros 80% o'r adborth yn bositif.

2023/24 – Dywedodd 90% o'n cleientiaid eu bod yn fodlon gyda'r gwasanaeth roeddent wedi ei dderbyn gan Adferiad.

2023/24 – Dywedodd 89% o'n cleientiaid eu bod yn hapus gyda lefel y cyfranogiad a gawsant mewn penderfyniadau a wnaed am y gefnogaeth a gawsant gennym ni.

Gwasanaethau Safon Uchel – gweithredu'r safon ISO 9001:2015 ar draws ein gwasanaethau.

2023/24 – Roeddem yn llwyddiannus gydag ail-ardystio ISO 9001:2015.

Ein Hamcanion Ymgyrchu

Ymgyrchu – Cynnal digwyddiadau ymgyrchu ym mhob un o 22 o siroedd Cymru ac yn Swydd Gaerhirfryn.

2023/24 – Cyrhaeddodd ein hymgyrch Amser i Gymryd Y Llyw bob un o 22 o siroedd Cymru a Swydd Gaerhirfryn.

Ymwybyddiaeth y Cyhoedd – Cynnal presenoldeb gweithredol yn y digwyddiadau Cymreig allweddol.

2023/24 – Roeddem yn bresennol yn Sioe Frenhinol Cymru a'r Eisteddfod Genedlaethol. Gwnaethom hefyd arolwg o'n tîm staff, ac o'r 227 ymateb, roedd 12% yn nodi eu hunain fel siaradwyr Cymraeg.

Ymwybyddiaeth Gwleidyddol – Ymateb i alw'r llywodraeth am dystiolaeth ar nifer o ardaloedd o arbenigedd.

2023/24 - Rydym wedi cyfrannu at sawl ymgynghoriad allweddol, gan gynnwys Strategaeth Iechyd Meddwl a Lles nesaf Cymru, a'r Strategaeth Hunanladdiad a Hunan-Niweidio gan dynnu ar fewnwelediadau gan ein harbenigwyr ac ymchwil fewnol.

Ein Hamcanion Cynaliadwyedd

Cynaliadwyedd – Cynnal Mapio Carbon

2023/24 – Cwblhawyd ein map carbon, ac anelwn i fod yn sero net erbyn 2030.

Cynaliadwyedd – Cyflawni ISO 14001

2023/24 - Wedi cyflawni cam un o ISO 14001.



Ein Gwaith Cadarnhau Hawliau

Fel sefydliad sy'n cadarnhau hawliau, anelwn i amddiffyn unigolion drwy hyrwyddo cydraddoldeb ac amrywiaeth, cael gwared o wahaniaethu uniongyrchol, ac amddiffyn a hyrwyddo hawliau dynol pobl.

Credwn fod gennym gyfrifoldeb moesol i wneud mwy na chyrraedd y safonau gofynnol yn unig. Fel sefydliad sy'n eirioli dros achosion pwysig ac yn gwasanaethu i gymuned amrywiol, rydym wedi ymrwymo i fynd ymhellach.

Dechreuodd ein gwaith cadarnhau hawliau ffurfio ym Medi 2021, pan ymrwymodd Ymddiriedolwyr Adferiad i drawsnewid ein sefydliad i un sy'n weithredol yn cynnal a hyrwyddo hawliau ei holl fuddiolwyr. Dros y dair blynedd nesaf, byddwn yn cyflwyno rhaglen gyda'r amcanion a ganlyn:

1. Sefydlu safonau ymddygiad a gwerthoedd ar draws y sefydliad.
2. Addysgu a chefnogi staff a gwirfoddolwyr.
3. Cydweithio gyda sefydliadau eraill i sicrhau fod Adferiad yn gynhwysol i bawb.
4. Eirioli dros a herio gwahaniaethu neu anfantais ym mhopeth a wnawn.

Mae ein grwpiau ffocws yn gyfarfodydd misol dan arweiniad gweithwyr sy'n edrych ar y ffyrdd gorau y gall y sefydliad gefnogi pob un o'r 9 nodwedd warchodedig y Deddf Cydraddoldeb (2010).

Gan fynd i mewn i 2024, bydd y grwpiau'n ceisio nodi meysydd arfer gorau, meysydd i'w gwella, a gwneud cyfres o argymhellion i gyfarwyddwyr ar ba gamau y credant sydd angen eu cymryd i wella ein gwaith cadarnhau hawliau.

Adferiad



Mae'r grwpiau'n gydweithredol, gan annog eu haelodau i ddysgu, rhannu a cynnig adborth ar yr hyn y credant y gallwn ni ei wneud i sicrhau bod unrhyw un sy'n dod ar draws Adferiad yn teimlo eu bod yn cael eu parchu, eu gwerthfawrogi, yn cael cyfle cyfartal, ac yn teimlo'n ddiogel i fod yn ddilys iddyn nhw eu hunain.

Fel rhan o'n hymrwymiad i ddod yn sefydliad sy'n cadarnhau hawliau o fewn y tair blynedd nesaf, rydym wedi gwneud cynnydd sylweddol drwy 2022-23 yn y ffyrdd a ganlyn:

- Rydym wedi cyflawni Ardystiad Cymhwysedd Diwylliannol ar gyfer ein Prif Swyddfa yng Ngogledd Cymru, a'n swyddfa Glan Llyn yn Ne Cymru drwy Diverse Cymru.
- Rydym wedi sefydlu tri grŵp ffocws sefydliadol, sy'n cwmpasu pob un o'r naw ardal o nodweddion warchodedig. Eleni dechreuodd y grwpiau gyfarfod i drafod sut y gallwn gefnogi pob yn o'r meysydd hyn yn well ledled y sefydliad.
- Ym mis Ionawr 2024, cyflawnom y Safon Ansawdd Cyflogwr Gwell Gweledegdd o'r RNIB.
- Ym mis Mehefin 2023 cynhaliwyd sesiwn Ymwybyddiaeth Cadarnhau Hawliau ar raddfa fawr i dros 250 o staff yn ein cynhadledd staff flynyddol.
- Mynychodd ein cyfarwyddwyr ac uwch aelodau eraill o staff sesiwn hyfforddi Hunaniaeth Rhyw.
- Eleni mynychom Balchder Cymru yng Nghaerdydd, Balchder Abertawe, ac wedi noddi Balchder Bae Colwyn.



Oedran



Anabledd



Rhyw



Statws priodasol neu bartneriaeth sifil



Hil



Beichiogrwydd a mamolaeth



Cyfeiriadedd rhywiol



Crefydd neu gred



Ailbennu rhyw

Aelodaeth Adferiad

Rydym yn ymfalchïo mewn bod yn elusen a arweinir gan ei haelodau, sy'n rhoi lleisiau ein haelodau yn ganolog i'n holl weithredoedd. Drwy ddod yn aelod, byddwch yn dod yn rhan o lais a rennir Adferiad sy'n cwmpasu miloedd o bobl yng Nghymru a Lloegr sy'n wynebu ystod o gyflyrau iechyd ac amgylchiadau cymdeithasol cymhleth sy'n cyd-ddigwydd. Byddwch yn cyflawni rôl ganolog drwy wthio am newid, rhannu profiadau a helpu i siapio ein gwaith.

Golygai dod yn aelod o Adferiad y gallwch gymryd rhan ac y bydd eich llais yn cael ei glywed drwy siapio gwasanaethau'r dyfodol yn lleol, drwy Gymru, a thrwy'r Deyrnas Unedig. Cynrychiolir Adferiad ar nifer o grwpiau strategol Cymreig ac ar draws y DU sy'n cynrychioli lleisiau ein gofalwyr. Mae Llywodraeth Cymru a Llywodraeth y Deyrnas Unedig yn gwrando ar Adferiad, ond golygai mwy o aelodau fwy o lais, mwy o awdurdod a mwy o ddylanwad ble mae'n bwysig.

Does dim cost i ddod yn aelod, ond rydym wastad yn croesawu unrhyw gyfraniad sy'n mynd tuag at uchelgais a chenhadaeth yr elusen.

Buddion Aelodaeth

Cymorth Ymarferol

Mae Adferiad yn cynnig ystod eang o wasanaethau i'r rhai hynny sydd â phroblemau iechyd meddwl, caethiwed, materion sy'n cyd-ddigwydd / cymhleth ac anghenion corfforol, ac i'w teuluoedd a'u gofalwyr.

Adnoddau Cyfyngedig

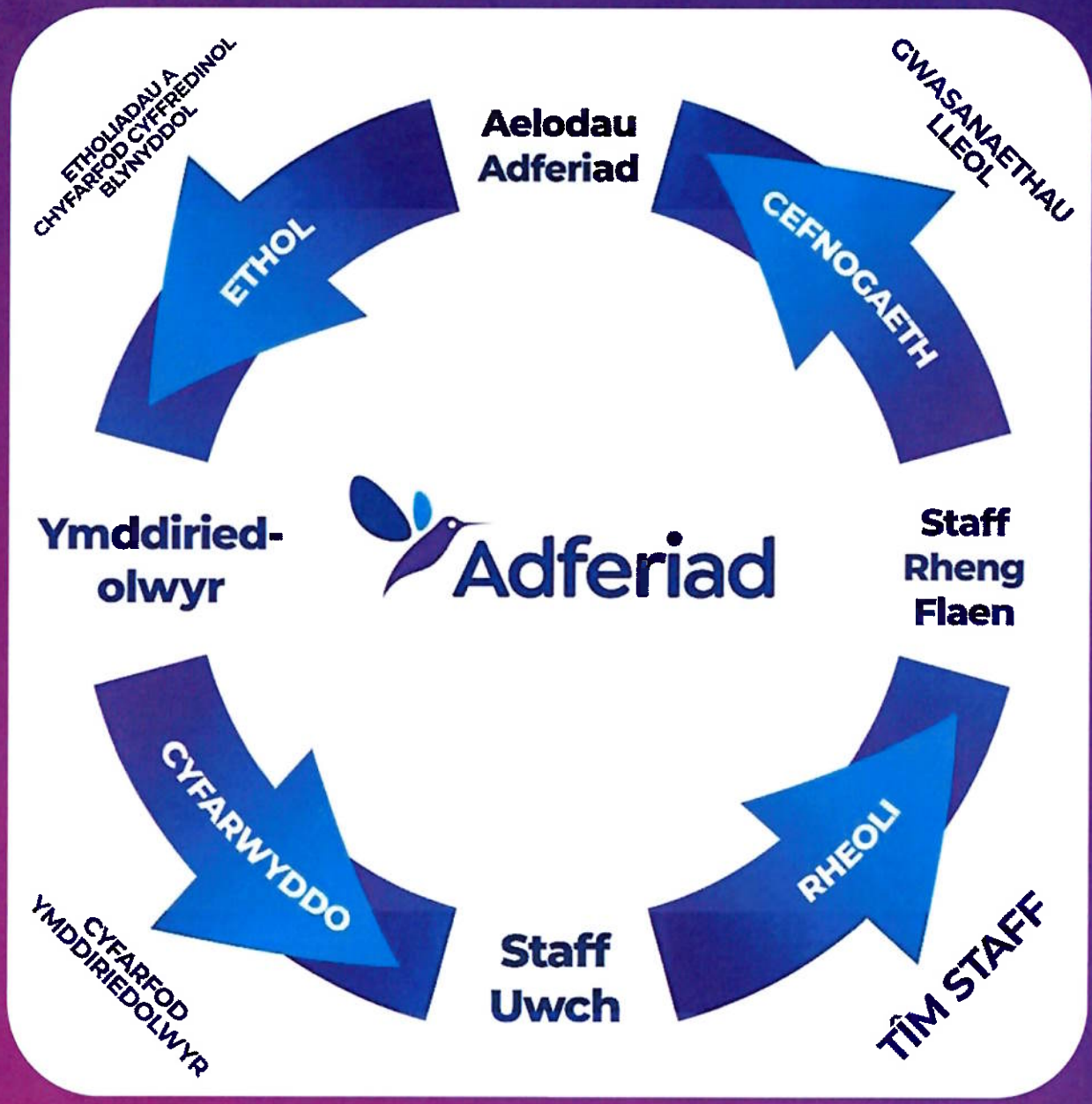
Fel aelod, byddwch yn derbyn adnoddau cyfyngedig, yn cynnwys newyddlen i aelodau, gwahoddiadau i'n digwyddiadau ymgyrchu lleol a chenedlaethol, ac adnoddau pellach. Cewch fynediad i'n 'Ardal Aelodau' trwy ein gwefan.

Cydgefnogaeth

Ledled Cymru, mae rhwydweithiau lleol Adferiad yn cynnig cefnogaeth, cymorth ymarferol, a'r cyfle i rannu profiadau, i wneud ffrindiau newydd ac i ymgyrchu. Mae'r aelodaeth yn dal y rhwydweithiau gyda'i gilydd ac yn rhoi llais i'r cyfranogwyr ar sut rydym yn symud ymlaen.

Llais

Caiff aelodau'r cyfle i gymryd rhan yn ein harolygon a'n grwpiau ffocws. Golygai hyn y byddwn yn gofyn am eich barn a'ch profiadau i godi ymwybyddiaeth yn ein cenhadaeth ac i godi proffil Adferiad. Gall aelodau hefyd ethol Ymddiriedolwyr a chael y cyfle i ddod yn Ymddiriedolwr o dan gyfansoddiad Adferiad, sy'n golygu fod y bobl sy'n derbyn ein gwasnaethau yn llywodraethu'r tîm staff sy'n darparu'r gwasanaethau hynny.



Cawsom **gynnydd o 63% yn aelodaeth** ers blwyddyn diwethaf!

Dewch yn Aelod!

Ein Staff

Credwn fod hapusrwydd a llesiant ein cyflogai yn rhan annatod o lwyddiant Adferiad. Fel sefydliad sy'n gwerthfawrogi ei bobl, rydym yn ymrwymo i sicrhau amgylchedd gwaith sy'n bositif ac yn foddhaus ar gyfer pob aelod o'n tîm.

Wrth i Adferiad barhau i dyfu, mae'n bwysig ein bod yn monitro nid yn unig sut rydym yn ei wneud o safbwynt ein defnyddwyr gwasanaeth, ond o safbwynt mewnol staff. A chyda thîm o 671 o gyflogai, sy'n dal i gynyddu, mae'n amlwg bod llawer o leisiau i'w clywed!

Yn ysbryd meithrin amgylchedd sy'n ffynnu ar ddeialog agored a thwf parhaus, eleni fe benderfynon ni gynnal arolwg o'r holl staff i ddarganfod sut beth yw bod yn un o weithwyr Adferiad go iawn. Roeddem eisiau clywed yn uniongyrchol gan y bobl hynny sy'n gyrru ein sefydliad ymlaen gyda'u gwaith caled a'u hymroddiad ac i ddysgu o'r mewnwelediadau maent yn eu cynnig. Rhoddodd yr arolwg y cyfle i'r holl staff i rannu eu syniadau ar weithio i Adferiad gan eu hannog i rannu profiadau positif a chynigion adeiladol.

Canfyddiadau'r Arolwg Staff

683 Aelodau Staff

281 Newydd eu Cyflogi

Dywedodd **89%** o'r staff eu bod yn hapus yn eu rôl bresennol

Roedd **95%** o'r staff yn cyd-dynnu yn dda gyda'u cydweithwyr

Roedd **82%** o'r staff yn fodlon gyda'r cyfleoedd hyfforddiant a datblygiad a gynigiwyd iddynt

Nododd y staff ein cynllun prynu a gwerthu gwyliau blynyddol fel y budd mwyaf gwerthfawr oedd ar gael iddynt, gyda sgôr cyfartalog o **3.83/5**

Fel lle i weithio, derbyniodd Adferiad sgôr cyfartalog o 4.1 seren allan o 5

Adferiad

Yr hyn a ddywedodd ein staff oedd y pethau gorau am weithio i Adferiad

Teimlo'n rhan o dîm

"Ers ymuno ag Adferiad rwyf wedi derbyn croeso cynnes ac yn teimlo fel aelod gwerthfawr nid yn unig o'n tîm prosiect, ond yn Adferiad yn ei gyfanrwydd."

"Pobl hyfryd sy'n gwneud i chi deimlo eich bod yn cael eich gwerthfawrogi."

"Cefnogaeth a chyfeillgarwch ei aelodau staff."

Cyflawniad personol a boddhad swydd

"Gallu gwneud swydd fy mreuddwydion."

"Gweithio mewn sector ble mae gennych y gallu i wneud newidiadau positif i fywydau pobl sydd wir ei angen."

"Gweld y canlyniad pan fyddwch wedi gweithio'n dda gyda defnyddiwr gwasanaeth."

Cyfleoedd i dyfu

"Rwy'n hoffi bod digon o gyfleoedd i staff i arallgyfeirio."

"Cyfleoedd dysgu a datblygiad proffesiynol gwych."

"Y cyfleoedd i dyfu yn eich rôl a'ch gyrfa."

Helpu pobl

"Cefnogi a helpu eraill i wneud newidiadau positif."

"Gwneud gwahaniaeth i fywydau pobl."

"Mae helpu cleientiaid a defnyddwyr gwasanaeth gyda'u hiechyd meddwl yn rhoi boddhad mawr."

Tystebau Staff

- "Mae gweithio i Adferiad Recovery wedi bod yn gyfle anhygoel i gefnogi pobl i fagu hyder i symud ymlaen â'u bywydau ar ôl profi caledi ym mhob maes o fywyd. "
- "Roedd y gwaith roeddwn i'n ei wneud gyda'r bobl ifanc yn un o'r pethau mwyaf boddhaus rydw i wedi'i wneud."
- "Roedd y bobl y bûm yn gweithio gyda nhw yn hynod gyfeillgar a chroesawgar ac roedden nhw wastad wrth law i ddarparu cymorth a chefnogaeth pan oedd angen. "
- "Rwyf wedi bod gyda'r sefydliad ers 15 mlynedd ac wedi cael nifer o reolwyr cefnogol. Rwyf wedi cael cefnogaeth i ennill cymwysterau gwerthfawr i'm datblygu a'm helpu i symud ymlaen yn fy ngyrfa."

Rhoddodd yr arolwg nid yn unig fewnwelediadau hynod werthfawr i ni, ond tynnodd sylw hefyd at feysydd i'w dathlu ac i'w gwella. Mae hyn yn ein galluogi i osod targedau ar gyfer y flwyddyn nesaf i sicrhau gwelliannau parhaus ar gyfer ein gweithwyr i gyd.



Datblygiad y Gweithlu

Mae gan Adferiad a'i sefydliadau rhagflaenol enw da ers tro am ddarparu hyfforddiant o safon uchel mewn Defnydd Sylweddau a Iechyd Meddwl.

Eleni, mae ein gwasanaethau datblygu gweithlu a hyfforddiant allanol wedi ehangu'n sylweddol i ateb y galw cynyddol. Mae ein henw da am ddarparu hyfforddiant o'r radd flaenaf wedi'i wella ymhellach trwy gyflwyno ein llyfryn hyfforddi ac ymgynghori newydd, sydd wedi cyfrannu at fwy o weledd a chydnabyddiaeth.

Yn 2023 – 2024, cafodd staff fwy o fynediad at ystod ehangach o gyrsiau hyfforddi gyda'r nod o wella eu sgiliau a chefnogi eu datblygiad proffesiynol. Yn nodedig, ni oedd y sefydliad cyntaf yng Nghymru i ddatblygu, achredu a chyflwyno cymhwyster Deall Niwed sy'n gysylltiedig â Gamblo. Mae cyflawniadau allweddol eraill yn cynnwys sicrhau dros 600 o archebion hyfforddi o fewn wythnos o ryddhau'r calendr hyfforddi staff a chynhyrchu ffilmiau gwybodaeth amlgyfrwng, gan alluogi staff i gael mynediad at adnoddau hanfodol yn ôl yr angen.

Mae ein gwasanaeth hyfforddiant allanol wedi profi cynnydd sylweddol mewn archebion, gan arwain at ystod ehangach o geisiadau hyfforddi ar draws amrywiaeth eang o bynciau a chleientiaid. Wrth edrych ymlaen at y flwyddyn nesaf, rydym yn rhagweld twf parhaus yn y maes hwn, a bydd ehangu'r gwasanaeth hwn yn ffocws allweddol yn ystod y misoedd nesaf.

Cyrsiau Hyfforddiant Newydd

- Gofal Person Ganolog
- Deall ac Ymateb i Niwed Gamblo (Cwrs Achrededig)
- Rheoli Meddyginiaeth
- Asesu Risg i Bobl Fregus

Cyrsiau Rheoli

- Rheoli Absenoldeb ar gyfer Rheolwyr
- Tribiwnlysoedd Cyflogaeth ar gyfer Rheolwyr

Hyfforddiant Mewnol



7,368 awr
ystafell ddosbarth wedi'u darparu



2613
o gyrsiau e-ddysgu



100%
o staff wedi mynegu bod eu hyfforddwr yn wybodus yn eu meysydd pwnc

Hyfforddiant Allanol

Yn Adferiad, rydym yn falch o gynnig Rhaglen Datblygu Gweithlu sy'n rhoi mynediad i ystod o gyrsiau rhad ac am ddim, sydd wedi eu hariannu'n llawn gan Fwrdd Cynllunio Camddefnydd Sylweddau Ardal Gogledd Cymru a'i bartneriaid. Darperir y cysiau gan hyfforddwyr Adferiad, rhai ohonynt wedi'u hachredu. Mae'r cyrsiau i gyd yn rhad ac am ddim i bob sefydliad ar draws chwe sir Gogledd Cymru. Wrth edrych ymlaen, mae'n gyffrous ein bod yn ehangu ein darpariaeth hyfforddi ar draws Gogledd Cymru ac yn croesawu cyfleoedd i weithio ochr yn ochr gyda llawer mwy o sefydliadau.

Adborth

"Roeddwn i wrth fy modd â sut roedd yr hyfforddwr yn defnyddio enghreifftiau bywyd go iawn – roedd yn gwneud y wybodaeth a roddwyd, yn fwy real fyth i mi"."

"Roedd yn ddiddorol iawn clywed profiadau personol pawb ar iechyd meddwl a byddaf yn defnyddio'r hyn rwyf wedi'i ddysgu o'r cwrs i helpu'r bobl rwy'n eu cefnogi"

"Roeddwn i wrth fy modd â pa mor rhyngweithiol oedd yr hyfforddiant. Fel arfer, nid wyf yn hoffi hyfforddiant ar-lein, ond roedd hyn yn wych."

"Mae'r hyfforddwr yn wybodus iawn ac yn tynnu o brofiad proffesiynol i gynorthwyo eglurder. Rwyf hefyd yn hoffi sut mae pawb yn cael eu hannog i rannu drwy gydol y cwrs. Roedd gan yr hyfforddwr ymarweddiad cynnes a oedd yn darparu awyrgylch tawel a chadarnhaol a oedd yn tynnu'r pwysau oddi arnom a oedd yn annog ymgysylltu."

Ein Gwirfoddolwyr

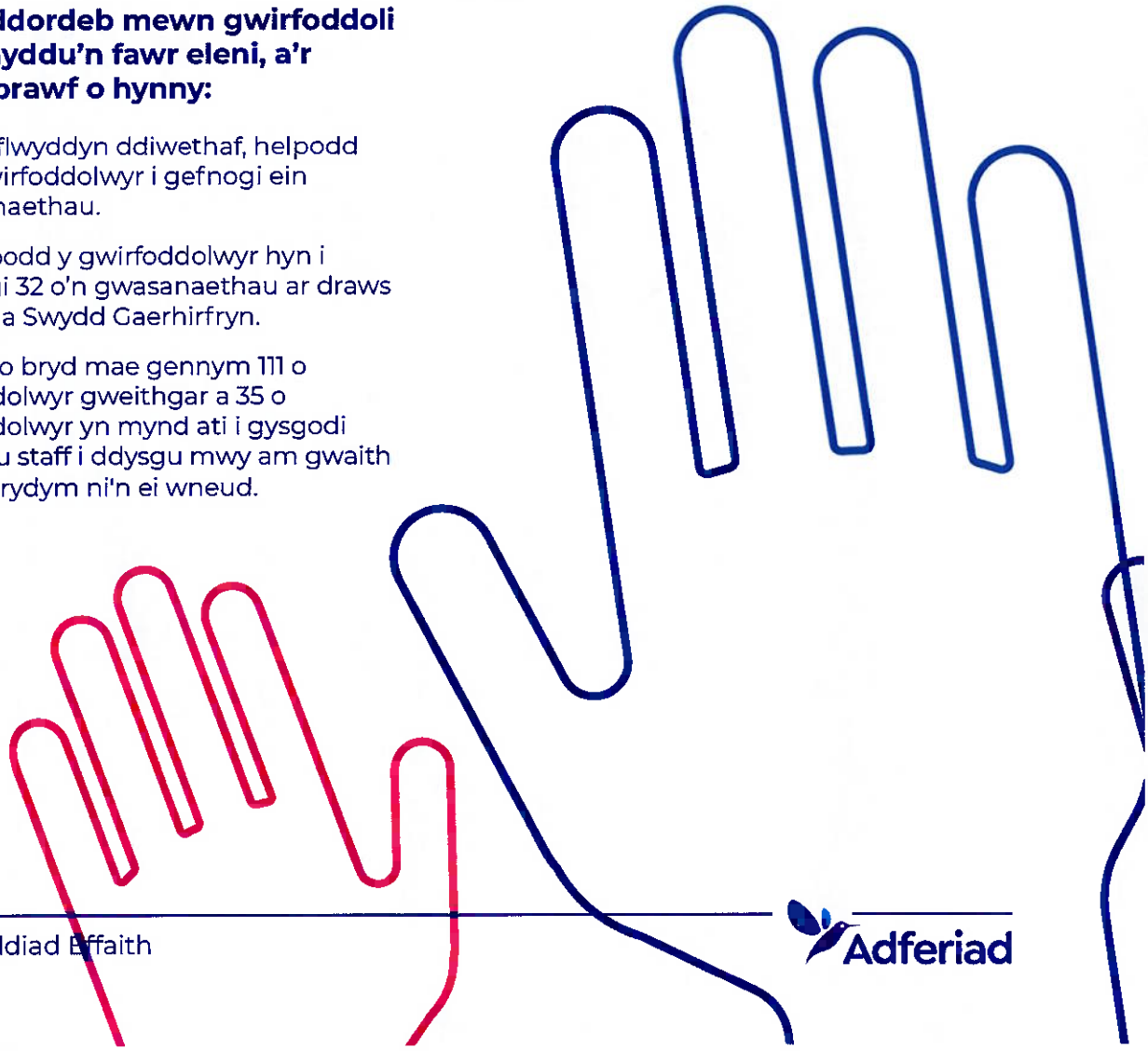
Mae gwirfoddolwyr yn chwarae rôl hanfodol o fewn Adferiad, gan gyfrannu'n sylweddol i'n gwasanaethau, i'n cleientiaid a'n staff. Maent yn gweithredu fel aelodau gwerthfawr o'n tîm, yn ein cynrychioli ac yn eirioli dros bŵer trawsnewidiol gwirfoddoli. Mae Gwirfoddolwyr yn helpu i wella y gwasanaethau y mae ein cleientiaid yn cyrchu yn sylweddol, yn ogystal â lleddfu llwyth gwaith ein staff.

Ond beth sy'n gwneud ein gwirfoddolwyr ni'n arbennig yw eu persbectif unigryw. Mae gan lawer o'n gwirfoddolwyr brofiad personol o ddefnydd sylweddau a heriau iechyd meddwl, sy'n eu galluogi i sefydlu cysylltiadau dwfn gyda'n defnyddwyr gwasanaeth. Yn ogystal, mae ein gwirfoddolwyr yn profi ymdeimlad o gyflawniad wrth iddynt gael effaith bositif ar eraill, sy'n gwella eu llesiant eu hunain.

Mae gwirfoddoli cymheiriaid yn ffordd sylweddol rydym ni yn cefnogi ein cleientiaid. Mae'n cynnwys unigolion sydd â phrofiad personol yn eu taith adfer eu hunain yn gwirfoddoli i helpu eraill. Mae'r dull hwn yn foddhaol a grymusol iawn i'r gwirfoddolwyr a'r rhai hynny maent yn eu cefnogi. Mae llawer o'n gwirfoddolwyr cymheiriaid wedi mynd ymlaen i sicrhau swyddi yn ein sefydliad neu gyda grwpiau eraill.

Mae'r diddordeb mewn gwirfoddoli wedi cynyddu'n fawr eleni, a'r rhifau'n brawf o hynny:

- Dros y flwyddyn ddiwethaf, helpodd 100 o wirfoddolwyr i gefnogi ein gwasanaethau.
- Fe helpodd y gwirfoddolwyr hyn i gefnogi 32 o'n gwasanaethau ar draws Cymru a Swydd Gaerhirfryn.
- Ar hyn o bryd mae gennym 111 o wirfoddolwyr gweithgar a 35 o wirfoddolwyr yn mynd ati i gysgodi aelodau staff i ddysgu mwy am gwaith gwych rydym ni'n ei wneud.



Rydw i'n mwynhau gwirfoddoli'n fawr, gan fy mod yn fam a gwraig llawn amser mae'n fy nghael allan o'r tŷ ac i amgylchedd gwahanol. Rwy'n hoffi meddwl y gallaf wneud hyd yn oed wahaniaeth bach i fywyd rhywun arall.

I mi, mae gwirfoddoli yn ymwneud â gwneud gwahaniaeth, boed hynny yn fawr neu'n fach, gwybod bod newid wedi'i wneud yw'r cyfan sy'n bwysig.

Mae gwirfoddoli gydag Adferiad yn rhoi llawer o foddhad. Mae'n caniatáu i mi ddatblygu sgiliau y gallaf eu defnyddio yn fy ngyrfa ochr yn ochr â theimlad o foddhad o wybod fy mod yn gwneud gwahaniaeth yn fy nghymuned. Mae'r ffaith fy mod i'n gallu gwneud hyn gyda grŵp o wirfoddolwyr tebyg yn fonws ychwanegol!

Mae gwirfoddoli yn rhoi ymdeimlad o bwrpas, cysylltiad, a'r cyfle i mi wneud gwahaniaeth go iawn i fywydau pobl eraill.

Lleoliadau

Mae Adferiad yn ymfalchïo mewn cynnal myfyrwyr o brifysgolion, colegau, a sefydliadau hyfforddi ar gyfer eu lleoliadau ac rydym yn deall gwerth cyfuno profiad ymarferol â dysgu damcaniaethol.

Daw ein myfyrwyr o bob rhan o Gymru a Gogledd Lloegr, gan ennill profiad gwerthfawr mewn amrywiaeth o rolau sy'n ategu eu hastudiaethau. Mae rhai myfyrwyr yn dewis parhau i wirfoddoli gyda ni ar ôl i'w lleoliad dod i ben.

Ar hyn o bryd, mae gennym 10 o fyfyrwyr gyda ni, ac mae eraill yn paratoi ac yn gwneud cais am lleoliadau yn ystod y flwyddyn sydd i ddod.

Ein Ymchwil

Yn Adferiad, mae ymchwil yn fwy na gweithgaredd; mae'n gonglfaen i'n cenhadaeth i wella bywydau. Mae ein cyfranogiad mewn prosiectau sy'n torri tir newydd a'n partneriaethau gyda phrifysgolion blaengar yn dangos ein hymrwymiad i hybu dealltwriaeth a thriniaeth iechyd meddwl. Mae'r cydweithrediadau hyn yn ein galluogi i gyfrannu tuag at ac i elwa o ymchwil blaengar, gan sicrhau bod ein gwasanaethau'n cael eu hysbysu gan y mewnwelediadau gwyddonol diweddaraf.

Mae ein gweithgareddau ymchwil yn rhoi mewnwelediadau sy'n seiliedig ar dystiolaeth sy'n siapio ein hymagwedd a'n gwasanaethau'n uniongyrchol. Trwy ymgysylltu mewn grwpiau ffocws, arolygon, ac ymgynghoriaethau, rydym yn sicrhau bod lleisiau ein defnyddwyr gwasanaeth, staff, a rhanddeiliaid yn greiddiol i'n gwaith. Mae'r ymagwedd yma a arweinir gan ymchwil yn ein galluogi i ddatblygu ymyrraethau mwy effeithiol, wedi'u teilwra, ac i eirioli am newidiadau polisi'n seiliedig ar dystiolaeth gadarn.

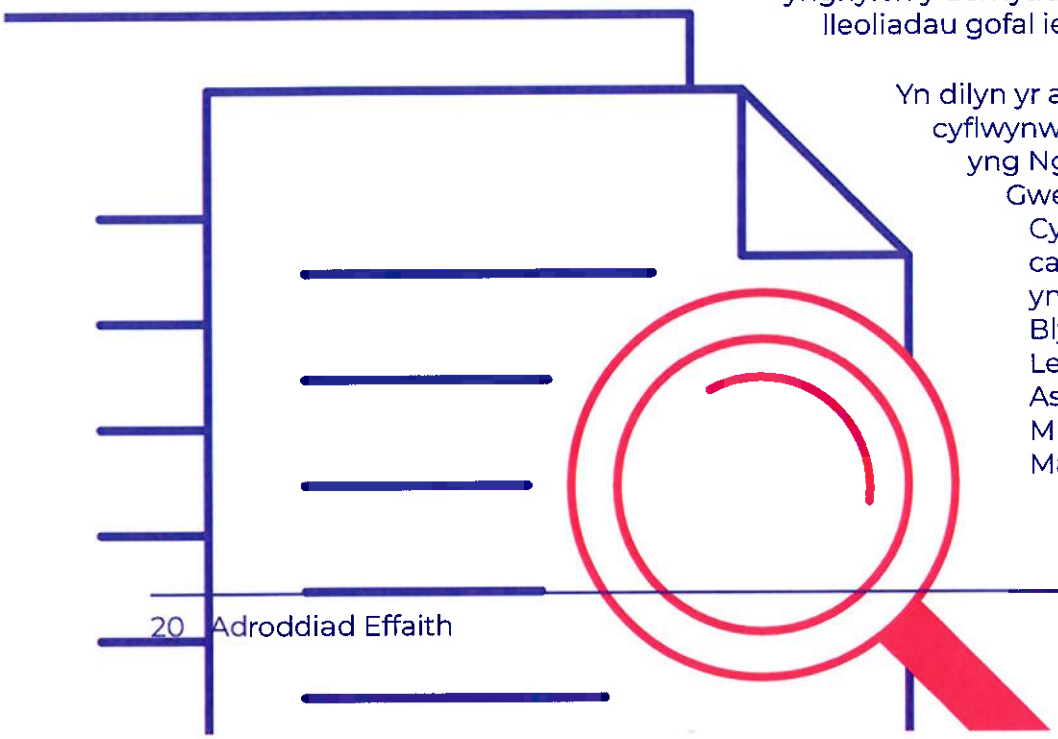
Trwy gyflwyniadau cynhadledd, cyhoeddiadau academaidd, ac ymgysylltiadau gyda'r cyfryngau, rydym nid yn unig yn rhannu ein canfyddiadau ond hefyd yn cyfrannu i'r drafodaeth ehangach am iechyd meddwl. Mae'r ymrwymiad hwn i ymchwil ac arloesiad sy'n seiliedig ar dystiolaeth yn lleoli Adferiad fel arweinydd yn y maes, sy'n gyrru arloesedd ac yn gwella deilliannau ar gyfer y rhai rydym yn eu gwasanaethu.

Ymchwil gyda Phartneriaid Allanol

Yn 2023, dechreuodd Adferiad gymryd rhan mewn prosiect iechyd meddwl sy'n torri tir newydd werth £4.3 miliwn. Mae'r Bipolar, Schizophrenia and Psychosis Research Initiative of the Brain and Genomics Hub (B-SPRINT) yn dod â rhwydwaith rhyngddisgyblaethol o ymchwilwyr mwyaf blaengar y byd o brifysgolion Caerdydd, Caerfaddon, Bryste, Exeter ac Abertawe, gydag Adferiad, Bipolar UK, a phobl sydd â phrofiad byw, i gyflymu'r ymchwil a thriniaethau effeithiol i wella bywydau pobl sydd â chyflyrau iechyd meddwl difrifol.

Hefyd yn 2023, partnerodd Adferiad ar astudiaeth ymchwil cyffrous a arweinir gan ymchwilwyr ym Mhrifysgolion Abertawe, Deampton a Trent Notingham. Archwiliodd yr astudiaeth bryderon staff a defnyddwyr gwasanaeth Adferiad ynghylch y defnydd o gelfi AI mewn lleoliadau gofal iechyd meddwl.

Yn dilyn yr astudiaeth, cyflwynwyd ein canfyddiadau yng Nghynhadledd Gwe ACM 2024. Cyflwynom hefyd ein canfyddiadau ymchwil yng Nghynhadledd Blynyddol y Socio-Legal Studies Association (SLSA) ym Mhortsmouth ym mis Mawrth 2024.



Ymgynghoriadau

Ym mis Mawrth 2024, gwnaethom gais ar gyfer Cam 2 o'r cais grant "People & Places" i sicrhau grant o £500,000 o Gronfa Gymunedol y Loteri Cenedlaethol i ddatblygu prosiect lleihau stigma wedi'i ysbrydoli gan ein hymgyrch yn 2022, 'Dynol o Hyd'. Roedd y gwaith hwn yn cynnwys cydlynu ymchwil i gefnogi ein gwaith (yn cynnwys grwpiau ffocws gyda staff a defnyddwyr gwasanaeth) i sicrhau cyd-gynhyrchiad yn nyluniad a datblygiad y prosiect.

Ym mis Ebrill 2024, cychwynom ar waith ymgynghorol i gefnogi ein cais am brosiect 3 mlynedd i gyn-filwyr sydd i ddod, sydd werth £900,000. Golygai hyn gyfarfod gydag amrywiaeth o randdeiliaid, yn cynnwys cyn-filwyr ac aelodau o'u teuluoedd, penaethiaid sefydliadau cyn-filwyr, ac arbenigwyr academaidd, i gasglu mewnwelediadau pwysig i anghenion cyn-filwyr a'u teuluoedd ar draws Cymru. Roedd y broses ymgynghorol hon yn hanfodol i hysbysu ein cynllun strategol ar gyfer darparu cefnogaeth effeithiol, amserol drwy gydol y prosiect a datgelodd ein hymgynghoriaeth nifer o ganfyddiadau allweddol fydd yn siapio ac yn arwain ein ffocws wrth symud ymlaen.

Erthyglau

Ym mis Chwefror 2024, cyhoeddasom erthygl yn y Western Mail o dan y teitl 'Integration of AI in healthcare demands a nuanced approach'.

Cawsom hefyd 2 erthygl wedi eu cyhoeddi yn E-Fwletin Rhwydwaith Iechyd Cyhoeddus Cymru:

- Rhifyn Gorffennaf 2023 – 'Adferiad's Time to Take Control Summer Campaign'
- Rhifyn Medi 2023 – 'Cyfle Cymru: Unlocking opportunities for a healthy working Wales"

Arolygon

Wedi'u dylunio i'n helpu i gael mewnwelediadau i brofiadau ein defnyddwyr gwasanaeth, eu gofalwyr, ein staff, ar cyhoedd yn ehangach yng Nghymru

- Arolwg Adborth Cleientiaid a Gofalwyr 2023
- Arolwg Staff 2023
- Arolwg Adborth Profiad Gofalwyr 2023
- Arolwg Ymgyrch – Mae'n Amser i Gymryd y Llyw

Cyflwyniadau

Ym mis Tachwedd 2023, cyflwynasom ganfyddiadau ein hymgyrch 'Mae'n Amser i Gymryd y Llyw' yn y Grŵp Iechyd Meddwl Trawsbleidiol yn y Senedd a arweinwyd gan Ken Skates AS, Cadeirydd ac Ysgrifennydd y Cabinet dros yr Economi, Trafnidiaeth a Gogledd Cymru.

Cynadleddau

- Cynhadledd SLSA, Portsmouth, Mawrth 2024 (yn y llun isod)



O'r chwith: Chloe Harrison, Adferiad; Dr Caroline Jones, Prifysgol Abertawe; Rose Worley, Prifysgol Abertawe; Dr James Thornton, Prifysgol Trent Notingham.

The year in numbers.



30,000

o gleientiaid wedi eu cefnogi yn y flwyddyn ddiwethaf

dyna **1%** o boblogaeth Cymru!

21

cyfeiriad newydd bob dydd

398,257

rhyngweithiadau cleient...

...neu un rhyngweithiad pob

46 eiliad

683

o staff yn gweithio yn Adferiad

281

aelod staff newydd

Adferiad

Cyllid wedi ei sicrhau ar gyfer

29

cytundeb newydd...

...werth cyfanswm o

£3,090,658

16,000

ymwelydd i'n gwefan

122,000

ymweliad i'n proffil X

29,000

o ddilynwyr ar draws y cyfryngau cymdeithasol

772,000

o bobl wedi eu cyrraedd drwy ein tudalennau cyfryngau cymdeithasol

Datblygiadau Gwasanaeth Newydd

Yn 2023/24, rydym wedi cael blwyddyn anhygoel o dwf a llwyddiant, diolch i ymddiriedaeth a chefnogaeth y cymunedau rydym yn eu gwasanaethu. Gyda 29 o gontractau wedi eu sicrhau, i gyfanswm o £3,090,658, rydym wedi gallu cadw ac ehangu ein gwasanaethau, gan wneud gwahaniaeth go iawn i fywydau pobl ar draws Cymru. Ein nod bob amser yw i gyrraedd y rhai hynny sydd ein hangen fwyaf, ac mae'r flwyddyn hon wedi bod am adeiladu ar yr ymrwymiad hwnnw.

Lansio Gwasanaethau Newydd

Noddfeydd Argyfwng

Mae cefnogi pobl sydd mewn argyfwng neu mewn perygl o argyfwng wastad wedi bod yn flaenoriaeth, ac eleni rydym wedi lansio Noddfa Plant a Phobl Ifanc yn Llansamlet, Abertawe. Mae'n agored 24/7 ac yn darparu amgylchedd diogel, meithringar wedi ei ddylunio i ddiwallu anghenion penodol plant a phobl ifanc. Ynghyd â hyn rydym wedi cyflwyno Gwasanaeth Noddfa mewn Argyfwng i Oedolion yng Nghaerfyrddin, sy'n cynnig cefnogaeth rhwng 5pm – 2am rhwng dydd Iau i ddydd Sadwrn bob wythnos.

Tai

Daeth llwyddiant allweddol eleni wrth sicrhau'r gontract ar gyfer y Gefnogaeth Allgymorth Tenantiaeth ym Merthyr. Mae'r prosiect hwn yn cynnwys cefnogaeth ar gyfer unigolion i gynnal eu tenantiaeth ac i fyw'n annibynnol, yn cynnwys unigolion sy'n byw gyda heriau iechyd meddwl.

Iechyd Meddwl

Gwnaethom sicrhau tri allan o'r pum lot oedd ar gael o gyllid Iechyd Meddwl Ataliol Cyngor Sir Gâr. Mae'r cyllid hwn yn ein galluogi i barhau i ddarparu cefnogaeth ymyrraeth gynnar hanfodol ar gyfer iechyd meddwl pobl ar draws y sir.

Gamblo

Bu cam mawr ymlaen eleni gyda'n rhaglen newydd â'r pwrpas o godi ymwybyddiaeth a darparu cefnogaeth i fenywod a effeithir gan heriau'n ymwneud â gamblo. Mae'r gontract yma'n arwydd o wasanaeth hanfodol i fenywod ar draws Cymru, sy'n sicrhau eu bod yn ymwybodol o'r ffyrdd penodol y gallai menywod fod yn cael problemau gyda gamblo, ac yn gallu cael mynediad i'r cymorth maent ei angen neu y gallai rhywun maent yn ei adnabod fod ei angen.

Gofalwyr

Yn olaf, roeddem yn llwyddiannus gyda'n cais am grant i'r Ymddiriedaeth Gofalwyr i gefnogi gofalwyr ar draws Cymru. Trwy hyn, rydym yn gweinyddu cyfleoedd am seibiannau byr a grantiau i ofalwyr pobl sydd â phroblemau iechyd meddwl, gan gynnig seibiant sydd wir ei angen i'r rhai sy'n darparu gofal amhrisiadwy.

Mae pob un o'r llwyddiannau hyn yn cynrychioli mwy na chontract; maent yn adlewyrchu ein hymroddiad i gefnogi pobl yng Nghymru. Boed yn darparu cefnogaeth iechyd meddwl, cymorth tai, neu ymyrraeth mewn argyfwng, rydym wastad yn esblygu i ddiwallu anghenion y cymunedau rydym yn eu gwasanaethu.

Cadw'r Gwasanaethau Presennol:

Defnydd Sylweddau

Roeddem wrth ein bodd gyda'n llwyddiant o ran parhau i gefnogi'r gwasanaeth Caniad, gan rymuso unigolion sydd am i'w lleisiau gael eu clywed ac i siapio gwasanaethau defnydd sylweddau ar draws Gogledd Cymru. Mae'n ymwneud â chreu gofod i bobl ddylanwadu i wneud newid gwirioneddol yn eu gofal eu hunain a'r gymuned ehangach.

Cyn-filwyr

Buom yn llwyddiannus wrth sicrhau cyllid gan yr Armed Forces Covenant Trust i barhau fel y Partner Strategol Cymreig ar gyfer y rhaglen "Veterans' Places, Pathways and People" i gydlynu grwpiau, sefydliadau a chyllid i gyn-filwyr yng Nghymru.

Iechyd Meddwl

Buom yn llwyddiannus hefyd gyda thendrau i ddarparu cyfleoedd dydd, gweithgareddau llesiant cymunedol, a prosiectau cynhwysiant cymdeithasol diolch i gyllid gan Fwrdd Iechyd Prifysgol Hywel Dda. Mae hyn yn ymgorffori llawer o'n gwasanaethau presennol megis ein gwasanaethau dydd yn Sir Gâr, Clybiau Cymdeithasol Aberystwyth, Menter Adnoddau Dinbych-y-Pysgod a.y.y.b.

Ehangu Gwasanaethau:

Fe wnaethom ehangu ymhellach ein gwasanaeth cwnsela CAMFA i gefnogi plant a phobl ifanc 14+ oed yng Ngogledd Cymru, gan gynnig cyfuniad o Gwnsela a Therapi Gwybyddol Ymddygiadol ('CBT') iddynt hwy a'u teuluoedd. Rydym hefyd yn falch i fod yn gweithio gyda Bwrdd Iechyd Prifysgol Betsi Cadwaladr, gan ddarparu gwasanaethau cwnsela ar gyfer y rhai hynny sydd ar restrau aros 'CAMHS'. Roeddem hefyd yn llwyddiannus gyda'n cais i ddarparu goruchwyliaeth cwnsela i gwnselwyr presennol yn Wrecsam.

Trwy geisiadau fframwaith llwyddiannus, rydym wedi ehangu ein gwasanaethau cwnsela yn Rhondda Cynon Taf a Chyngor Sir Wrecsam. Mae'n partneriaeth gyda'r Rhyl City Strategy yn parhau i fod yn gryf, a cawsom ein hychwanegu i'r Fframwaith Cefnogaeth Mewn Gwaith, gan ddarparu cwnsela i unigolion wrth iddynt symud i mewn i neu i gynnal eu cyflogaeth.

Uchelbwyntiau ein Gwasnaethau

Rhaglenni Cyflogaeth – Cyfle Cymru

Mae Adferiad yn parhau i arwain ar ddarpariaeth y 'Gwasanaeth Allan o Waith' graddfa fawr a ariennir gan Lywodraeth Cymru ar draws y pum ardal lot ledled Cymru ac yn darparu'r rhaglen Cyfle Cymru'n uniongyrchol yng Ngogledd Cymru, gyda Kaleidoscope ym Mhowys, gyda Barod a Kaleidoscope yng Nghaerdydd a Bro Morgannwg, a chyda Barod ym Mae Abertawe a Dyfed. Mae'n parhau i fod y gwasanaeth mwyaf mae Adferiad erioed wedi ei ddarparu – o ran gwerth ac o ran gwasgariad daearyddol.

Mae Gwasanaeth Allan o Waith Llywodraeth Cymru'n ariannu rhaglen sy'n adeiladu ar ein llwyddiant sylweddol wrth ddarparu ymyrraethau mentora cymheiriaid effeithiol. Trwy fentora, hyfforddiant, cefnogaeth i gyflogaeth a gwirfoddoli, anelai Cyfle Cymru i helpu pobl sydd â phrofiad o gamddefnyddio sylweddau ac anawsterau iechyd meddwl i gael i mewn i neu yn agosach i waith.

O ddechrau'r prosiect ym mis Hydref 2022 i'r 31ain Mawrth, 2024, mae Cyfle Cymru wedi denu mwy na 4,200 cofrestriad ar draws y pum ardal lot. Mae 65,986 awr o gefnogaeth wedi eu darparu, bron i 5,000 o gymwysterau gydag achrediad neu heb achrediad wedi eu hennill ers i'r rhaglen ddechrau, a 250 o bobl wedi eu cefnogi i mewn i gyflogaeth, gyda 733 yn derbyn profiad gwaith neu wirfoddoli a 1,616 o bobl yn derbyn cefnogaeth ar gyfer anghenion sy'n cyd-ddigwydd.

Tai

Yn ystod 2023-24 mae Adferiad wedi darparu 25 prosiect wedi eu hariannu gan gontractau y Grant Cymorth Tai (GCT). Mae'r contractau ar draws 10 Awdurdod Lleol: Wrecsam, Sir Y Fflint, Sir Ddinbych, Conwy, Gwynedd, Ceredigion, Sir Benfro, Sir Gâr, Merthyr Tudfil a Chastell-nedd Port Talbot.

Rydym hefyd yn darparu cefnogaeth ar gyfer prosiectau Llety â Chefnogaeth megis Llety â Chefnogaeth Wrecsam a ddarperir ar draws pum tŷ ac un fflat clwstwr, sy'n cefnogi hyd at 20 preswylydd.

Bu Adferiad yn llwyddiannus wrth dendro am brosiect newydd sydd i gychwyn ar 1af Ebrill 2024; Gwasanaethau Cefnogaeth Lle Bo'r Angen (gyda Iechyd Meddwl Gwasgaredig), bydd y prosiect yn cael ei adnabod fel Gwasanaeth Allgymorth Tenantiaeth Merthyr Tudfil. Daeth dau gontract gwasanaethau GCT i ben yn 2023-24.

Trais yn Erbyn Menywod, Cam-drin Domestig a Thrais Rhywiol

Roedd Adferiad Recovery yn llwyddiannus yn ystod 2023/24 wrth ennill cyllid cyfalaf gan Swyddfa Comisiynydd yr Heddlu a Throseddu a Llywodraeth Cymru i brynu ac atgyweirio eiddo tair llofft ar gyfer cefnogi unigolyn a theulu sydd wedi eu heffeithio gan drais yn erbyn menywod, cam-drin domestig a thrais rhywiol. Dyma'r drydedd flwyddyn i ni dderbyn cyllid o'r fath.

Gwasanaethau Pobl Ifanc

Mae Adferiad yn darparu ystod cynhwysfawr o wasanaethau ar gyfer unigolion ifanc sy'n wynebu heriau'n ymwneud â iechyd meddwl, defnydd sylweddau, a chyfiawnder troseddol ar draws Cymru. Mae ein gwasanaethau Defnydd Sylweddau i Bobl Ifanc wedi cefnogi 150 o bobl ifanc ym Mhowys, a'n gwasanaeth SWITCH yng Nghastell-nedd Port Talbot wedi cefnogi 355 cleient ac wedi derbyn 108 atgyfeiriad ar gyfer pobl sydd mewn perygl o brofi materion defnydd sylweddau. Hefyd, mae ein gwasanaethau Ymyrraeth Gynnar mewn Seicosis yn darparu cefnogaeth hanfodol i bobl ifanc a'u brodyr/chwiorydd yn ystod beth all fod yn amser brawychus i'r teulu cyfan. Yn 2023/24, cefnogodd y tîm 96 o bobl ifanc drwy'r gwasanaeth hwn.

Mae ein llety Plant a Phobl Ifanc 24/7 yn Merthyr Tudfil yn cynnwys pum fflat hunan-gynhwysol, gan ddarparu cefnogaeth i bobl ifanc sy'n gadael gofal a'r rhai hynny sydd angen cefnogaeth lefel-is. Eleni, mae'r tîm wedi cefnogi wyth person ifanc yn llwyddiannus yn eu siwrnai tuag at fyw'n annibynnol.

Trwy ein partneriaeth gyda Mental Health UK, rydym wedi darparu 306 sesiwn cefnogaeth drwy ein rhaglen Bloom a Eich Gwydnwch i blant a phobl ifanc mewn nifer o leoliadau, yn cynnwys ysgolion, colegau, CAMHS, llwybrau rhagoriaeth chwaraeon a grwpiau cymunedol.

Buom hefyd yn llwyddiannus wrth ehangu ein gwasanaeth cwnsela CAMFA i blant a phobl ifanc 14+ oed yng Ngogledd Cymru – gwasanaeth i'w groesawu ac y mae mawr ei angen sy'n darparu Cwnsela a CBT i bobl ifanc a'u teulu/gofalwyr.

Mae gennym gontract newydd gyda Bwrdd Iechyd Prifysgol Betsi Cadwaladr, yn darparu Cwnsela ar gyfer rhai ar restrau aros CAMHS.

Noddfeydd Argyfwng

Mae Adferiad yn parhau i chwarae rhan hollbwysig i gefnogi iechyd meddwl oedolion drwy ei Wasanaethau Noddfa ar draws Ceredigion, Abertawe, Castell-nedd Port Talbot a Sir Gâr. Mae'r gwasanaethau hyn wedi dod yn adnoddau hanfodol i unigolion sy'n profi argyfyngau iechyd meddwl. Yn ystod y cyfnod adrodd 2023/24, mae Gwasanaethau Noddfa Adferiad wedi arddangos cyrhaeddiad ac effaith sylweddol: Derbyniwyd cyfanswm o 1,826 atgyfeiriad, mae staff wedi cynnal 1,558 galwad cefnogaeth, sydd yn hollbwysig i ddarparu cefnogaeth emosiynol, ac arweiniad i'r rhai mewn angen. I unigolion sy'n profi argyfyngau acíwt, mae angen rhyngweithio uniongyrchol yn aml, ac mae Adferiad wedi darparu cefnogaeth wyneb yn wyneb i 438 cleient gan weithredu fel rhaff achub i lawer, gan gynnig cysur a chyngor ymarferol yn ystod adegau o drallod.

Yn 2023, llwyddodd Adferiad i sicrhau'r gontract i sefydlu Noddfa Plant a Phobl Ifanc yn Llansamlet, Abertawe. Mae'r cyfleuster hwn yn cynnig amgylchedd diogel a chefnogol wedi'i ddylunio'n benodol i ddiwallu anghenion plant a phobl ifanc. Mae'r gwasanaeth yn darparu cefnogaeth meddyliol ac emosiynol i unigolion sy'n wynebu heriau amrywiol, gyda llwybr atgyfeirio uniongyrchol drwy'r Tîm Argyfwng CAMHS.

Uchelbwyntiau ein Gwasnaethau

Gwasanaethau Cleifion Mewnol a Phreswyl

Mae Hafan Wen – ein canolfan dadwenwyno a thriniaeth sydd wedi ei hadeiladu'n bwrpasol – wedi ei lleoli ar gampws Ysbyty Maelor Wrecsam ac yn darparu gwasanaethau ar gyfer cleifion o ogledd Cymru drwy gytundeb tymor hir gyda Bwrdd Iechyd Prifysgol Betsi Cadwaladr. Mae Hafan Wen, fel uned arbenigol gyda rheolaeth feddygol, hefyd yn darparu cefnogaeth dwysedd uchel i gleifion o ar draws y Deyrnas Unedig a thu hwnt. Mae pryderon sylweddol ynghylch cyflwr yr adeilad yn Hafan Wen, ac mae trafodaethau'n parhau gyda Bwrdd Iechyd Prifysgol Betsi Cadwaladr o gwmpas comisiynu Hafan Wen yn y dyfodol gyda nifer o opsiynau'n cael eu harchwilio.

Mae Parkland Place, Swydd Gaerhirfryn – ein canolfan dadwenwyno a thriniaeth mewn gerddi hardd yn Chorley yn parhau i ddarparu cefnogaeth o ansawdd uchel a gwnaethom ailddatblygu'r safle hwn yn 2022/23 i ddarparu capasiti uwch, wedi i ni lwyddo gyda nifer o dendrau i ddarparu gofal i gleifion mewnol ar gyfer awdurdodau ar draws Lloegr. Mae'r gwasanaeth hwn nawr yn cynnig 23 ystafell o safon uchel iawn o lety a gofal ac wedi gweld heriau deiliadaeth yn gwella yn 2023/24.

Yn bresennol, mae Parkland Place Gogledd Cymru'n derbyn cleientiaid preifat a statudol i'w hadsefydlu. Rydym yn y broses o ddatblygu'r safle hwn i gynnwys cyfleuster campfa newydd, a nifer o newidiadau cynnil i ystafelloedd megis peiriannau coffi a.y.y.b. Mae gennym swyddog Marchnata a Chyfathrebu newydd yn gweithio, a rhan o'u rôl yw i symud ymlaen gydag ymgyrch farchnata i ddenu mwy o gleientiaid i'r cyfleuster. Rydym yn parhau i ddatblygu y llwybr gamblo o Parkland Place Gogledd Cymru.

Gwasanaethau Cyn-filwyr Adferiad – Newid Cam

Mae Newid Cam yn cynnig cefnogaeth effeithiol ar gyfer cyn-filwyr, eu teuluoedd a gofalwyr yng Nghymru. Yn ystod y cyfnod hwn, rydym wedi llwyddo i ddarparu ar bob prosiect/rhaglen yn ein portffolio presennol sy'n cynnwys GIG Cyn-filwyr Cymru (Bwrdd Iechyd Prifysgol Betsi Cadwaladr) ble rydym wedi ymestyn ein contract bresennol hyd at Mawrth 2025; y rhaglen "Tackling Isolation and Loneliness", "Veterans Places, Pathways and People" (V4P) ble rydym wedi symud yn llwyddiannus i gyfnod newydd o waith fydd, gobeithio, yn ymestyn y gontract yma hyd at 2026; a'r rhaglen "Look Back to Move Forward" sy'n gwneud cynnydd da. Rydym hefyd wedi cadw ein Gwobr Aur ar gyfer y "Defence Employer Recognition Scheme" ac yn weithredol yn codi proffil Newid Cam i sicrhau ein bod mewn sefyllfa i dyfu'r gwasanaeth hwn ymhellach yn 2024/25.

Gwasanaethau Therapiwtig

Cawsom ein hychwanegu'n llwyddiannus i fframweithiau i ddarparu cwnsela yn Rhondda Cynon Taf a goruchwyliaeth i Gwnselwyr yng Nghyngor Sir Wrecsam. Mae ein gwaith gyda'r Rhyl City Strategy yn parhau gan ein bod wedi ein hychwanegu'n llwyddiannus i'r Fframwaith Cefnogaeth Yn Y Gwaith newydd eleni i ddarparu Cwnsela i gleientiaid ar y prosiect hwn.

Gofal yn y Cartref

Mae Adferiad wedi Cofrestru gydag Arolygiaeth Gofal Cymru (AGC) mewn chwe o'r saith Ardal Partneriaeth yng Nghymru; Gogledd Cymru, Gorllewin Cymru, Cwm Taf, Powys, Caerdydd a'r Fro a Gorllewin Morgannwg (mae'r cofrestriad hwn ynghwsg ar hyn o bryd). Mae Adferiad yn darparu ystod eang o Wasanaethau Cefnogaeth yn y Cartref, yn amrywio o Ofal yn y Cartref, Gofal yn y Cartref o fewn Cynllun Gofal Ychwanegol, a Gofal a Chefnogaeth Seibiant.

Yn Adroddiad Blynyddol (Arolygiaeth Gofal Cymru) Adferiad a gyflwynwyd ar gyfer holl Wasanaethau Cofrestredig Adferiad, roedd Cefnogaeth yn y Cartref wedi ei ddarparu ar gyfer 305 o unigolion yn ystod 2023-24.

Mae Adferiad yn darparu ystod o wasanaethau gofal yn y cartref ar draws Cymru, yn cynnwys gwasanaethau gofal lle bo'r angen, cefnogaeth mewn llety a rennir ac, yn fwy diweddar, datblygiad gwasanaethau gofal ychwanegol yn 2022/23. Yn ystod 2023/24, derbyniasom 72 atgyfeiriad a chefnogi 183 cleient gweithredol ar draws y gwasanaethau hyn, gan ddangos ein hymrwymiad parhaus i ddarparu gofal a chefnogaeth wedi eu teilwra i unigolion yn eu cartrefi a'u cymunedau eu hunain.

Gwasanaethau Iechyd Meddwl

Mae gwasanaethau iechyd meddwl cymunedol Adferiad yn parhau i ehangu er gwaetha'r pryderon cyllid. Yn 2023/24, llwyddom i dendro i gadw ein gwasanaethau presennol gyda Bwrdd Iechyd Prifysgol Hywel Dda yn Sir Gâr, Sir Benfro a Cheredigion, o dan gontract 3+1 mlynedd newydd. Hefyd, sicrhaom 3 allan o 5 lot o fewn cyllid Iechyd Meddwl Ataliol Cyngor Sir Gâr, i gyfanswm o £137,000 yn flynyddol ar gyfer contractau 4+2 flynedd newydd. Mae'r llwyddiant hwn yn tanlinellu ein hymrwymiad i ddarparu cefnogaeth iechyd meddwl hanfodol ar draws y rhanbarthau hyn.

Mae Caniad Bwrdd Iechyd Prifysgol Caerdydd a'r Fro yn parhau i gydweithio gyda Bwrdd Iechyd Prifysgol Caerdydd a'r Fro, y Bwrdd Clinigol Iechyd Meddwl, a'r Gwasanaethau Iechyd Meddwl i gynyddu llais y rhai hynny sydd â phrofiad byw. Eleni, derbyniodd Caniad Bwrdd Iechyd Prifysgol Caerdydd a'r Fro 50 cais i ymgysylltu gan wasanaethau y Bwrdd Clinigol Iechyd Meddwl, gan alluogi 96 aelod i ddarparu mewnwelediadau gwerthfawr ac i gefnogi newidiadau positif mewn gwasanaethau iechyd meddwl. Mae Caniad Bwrdd Iechyd Prifysgol Caerdydd a'r Fro nawr yn rhan allweddol o Banel Profiad Byw Bwrdd Iechyd Prifysgol Caerdydd a'r Fro, sy'n sicrhau bod cyfleoedd i rannu profiadau byw yn ystyrlon ac yn fuddiol.

Yn ystod 2023/24, cefnogodd Adferiad 1,375 cleient gweithredol a derbyn dros 400 atgyfeiriad i mewn i'n gwasanaethau iechyd meddwl a llesiant ar draws Cymru.

Uchelbwyntiau ein Gwasnaethau

Gwasanaethau Teuluoedd a Gofalwyr

Mae Adferiad yn gweithredu 23 gwasanaeth i deuluoedd a gofalwyr ar draws Cymru ac wedi cefnogi 2,243 gofalwr yn ystod 2023/24. Mae ein gwasanaethau ar gyfer gofalwyr yn cynnwys Gwasanaethau Seibiant i Ofalwyr, Gwasanaethau Asesiadau Gofalwyr, Gwybodaeth, Cyngor ac Arweiniad, Newyddlenni Gofalwyr, Hyfforddiant, gwasanaeth wedi ei leoli'n yr ysbyty yn cynnwys Caffi Gofalwyr yng Ngwent, a Cynlluniau Cardiau Gofalwyr. Hefyd, gwnaethom sefydlu Fforwm Gofalwyr yn fewnol sy'n cyfarfod wyneb yn wyneb ddwywaith y flwyddyn i rannu arferion gorau a syniadau ar gyfer datblygu ein gwasanaethau gofalwyr.

Y llynedd, derbyniasom gyllid Amser i ddarparu grantiau seibiant i ofalwyr ar draws yr holl awdurdodau yr ydym yn darparu gwasanaethau ar eu cyfer. Mae'r cyllid hwn wedi atgyfnerthu gwytnwch y gofalwyr di-dâl yr ydym yn eu cefnogi'n sylweddol. Hyd yn hyn, rydym wedi prosesu 310 o geisiadau am seibiannau, yn cynnwys seibiannau spa, prydau bwyd allan, aelodaethau Ymddiriedolaeth Cenedlaethol, a gweithgareddau grŵp.

Gwasanaethau Triniaeth:

Mae Adferiad yn parhau i gynnig ystod eang o gefnogaeth i unigolion yr effeithir yn negyddol ar eu bywydau gan ddefnydd sylweddau, yn strategol ac o fewn y gymuned. Gan weithio'n agos gyda'n partneriaid, rydym yn darparu gwasanaethau i'r rhai hynny sy'n 18 oed ac uwch, yn cynnwys model gofal lleihau niwed, gwasanaeth niwed cudd, rhaglen ymatal yn seiliedig ar y model Minnesota, a gwasanaeth cefnogi'r teulu. Mae gweithrediad rhaglen lleihau niwed un i un gyflym yn ardal Castell-nedd Port Talbot wedi cynyddu ein capasiti yn sylweddol i ddelio â nifer fwy o atgyfeiriadau. Yn ystod 2023-2024, cefnogodd y gwasanaethau triniaeth ar draws Bae Abertawe dros 1,400 o unigolion yn uniongyrchol, gyda mwy na 1,300 o atgyfeiriadau.

Gamblo Problemus

Mae Adferiad yn gweithio gyda phartneriaid academaidd i ddarparu'r prosiect 'Look Back to Move Forward', fydd yn datblygu asesiad llinell amser o gamblo, defnydd alcohol, a iechyd meddwl mewn cyn-filwyr sydd wedi trawsnewid yn ddiweddar. Bydd yn arwain i newidiadau ar draws y system mewn gwasanaethau cymorth a chefnogaeth ar gyfer cyn-filwyr gydag anghenion caethiwed cymhleth.

Mae'n gydweithrediad gyda Phrifysgol Anglia Ruskin, Prifysgol Abertawe, ac wedi ei gyllido drwy ddyfarniad Grant Trawsnewid o £300,000 o'r Armed Forces Covenant Fund Trust.

Mae ein Arweinydd Strategol Niwed sy'n Gysylltiedig â Gamblo yn darparu'r Ysgrifenyddiaeth ar gyfer y Grŵp Trawsbleidiol ar Gamblo yn y Senedd, ac wedi siarad mewn nifer o gynadleddau yn y Deyrnas Unedig ac Ewrop yn cadarnhau ymhellach safle Adferiad fel darparwr blaengar gwasanaethau. Rydym yn parhau i ddarparu'r Gwasanaeth Triniaeth Gamblo Cenedlaethol sydd wedi ei ymestyn yn seiliedig ar ddeilliannau'r prosiect.

Gwasanaethau Cyfiawnder Troseddol

Mae Adferiad yn parhau i weithio yn y gofod heriol hwn drwy wasanaethau lleol megis Ty'n Rodyn a Tŷ Adferiad, gyda'r ddau'n llwyddiannus iawn. Mae'r prosiect Cylchoedd Cefnogaeth ac Atebolrwydd yn gweithio gyda rhai o'n cleientiaid mwyaf cymhleth ar draws Cymru ac yn cyflawni deilliannau gwych, mae hefyd wedi ein galluogi i adeiladu rhwydwaith gryf o bartneriaid yn cynnwys y Weinyddiaeth Cyfiawnder, Heddlu, a Gwasanaeth Carchardai a Phrawf Ei Mawrhydi.

Mae ein gwasanaeth Dyfodol, sy'n gweithio yng ngharchardai statudol De Cymru, wedi cefnogi 9,437 o unigolion yn ystod 2023/24, wedi darparu 20,696 sesiwn cefnogaeth un i un a 258 sesiwn grŵp, oedd â 2,063 o gyfranogwyr ar draws pob sefydliad. Roedd y grwpiau'n cynnwys Adferiad SMART, Ymyrraethau Byr, Aciwbigo, Ysgogi i Gyflawni, a Grwpiau Cerdded 5km. Mae'r mentrau hyn yn tanlinellu ein hymrwymiad i gefnogi unigolion yn effeithiol o fewn y system cyfiawnder troseddol a mynd i'r afael â'u hanghenion cymhleth.

Parhaodd Gwasanaeth Oedolyn Priodol Adferiad i ddarparu yn ardaloedd Heddlu De Cymru, Dyfed Powys a Gwent. Yn ystod 2023/24 rydym wedi darparu gwasanaeth i gyfanswm o 3,334 oedolyn agored i niwed yn ystod cael eu cadw a'u cwestiynu gan yr heddlu, a darparu hyfforddiant i 60 unigolyn ar draws Cymru. Yn ystod y cyfnod hwn darparwyd 10 sgwrs allanol ar gyfer heddluoedd cysylltiedig fel cwrs hyfforddiant gloywi i Ringyll y Ddalfa yn ogystal â Swyddfa Comisiynydd yr Heddlu a Throseddu.

Gwasanaethau Cenedlaethol

Amser i Newid Cymru

Gwelodd 2023/24 unfed flwyddyn ar ddeg lawn gweithredu 'Amser i Newid Cymru', menter wedi'i anelu i leihau'r stigma a'r gwahaniaethu sy'n gysylltiedig â iechyd meddwl, wedi ei ddarparu mewn partneriaeth gyda Mind Cymru. Cyflawnodd y prosiect ei holl dargedau'n llwyddiannus ar gyfer pob piler a reolir gan yr Ymgysylltiad Cymunedol a Chyflogwr a oruchwylir gan Adferiad: 16 sefydliad newydd wedi addunedu gyda'r rhan fwyaf yn cyflogi pobl o'r ardaloedd mwyaf difreintiedig ac/neu sydd â chanran uchel o gyflogai Duon, Asiaidd a Lleiafrifoedd Ethnig; darparwyd 28 sgwrs gwrth-stigma i 830 unigolyn gyda 525 sgwrs arall yn cymryd lle wrth stondinau arddangosfeydd; mae 34 Pencampwr newydd wedi eu hyfforddi yn cynnwys 47% o gymunedau Duon, Asiaidd a Lleiafrifoedd Ethnig a 502 o staff wedi eu hyfforddi ym Mwrdd Iechyd Prifysgol Bae Abertawe i fynd i'r afael â stigma mewn lleoliadau gofal iechyd.

Cyngor Iechyd Meddwl ac Arian

Mae'r Cyngor Iechyd Meddwl ac Arian yn parhau i ddarparu cyngor a chefnogaeth clir ac ymarferol i bobl sy'n profi materion yn ymwneud â iechyd meddwl ac arian. Roedd yr enillion i'n cleientiaid yn ystod y cyfnod hwn yn £1,005,971.16, a chefnogasom 325 cleient newydd yn ogystal a'r llwythi achosion parhaus.

Ffocws ar Wasanaeth

Noddfa Plant a Phobl Ifanc

Eleni, roeddem yn falch o fobileiddio Gwasanaeth Noddfa Plant a Phobl Ifanc Abertawe / Castell-nedd Port Talbot, gwasanaeth allan o oriau hanfodol sy'n ymroddedig i ddarparu cefnogaeth i bobl ifanc mewn argyfwng iechyd meddwl ar draws siroedd Abertawe a Chastell-nedd Port Talbot. Mae'r Noddfa'n cynnig amgylchedd diogel, croesawgar a chartrefol sydd wedi ei ddylunio i gefnogi rhai 12 i 18 oed sy'n wynebu anawsterau emosiynol a iechyd meddwl.

Mae'r gwasanaeth yn darparu cefnogaeth ymarferol a therapiwtig. Gyda lolfa, ardal fwyta, gofodau preifat ar gyfer cefnogaeth un i un, ac hyd yn oed cyfleusterau sylfaenol megis cawodydd a golchdy, mae'r Noddfa'n sicrhau y gall pobl ifanc ddad-ddwysáu o'u hargyfwng mewn amgylchedd diogel a thawelgar. O fewn y Noddfa Plant a Phobl Ifanc, anelwn i leihau'r risg o niwed, lleihau'r angen am dderbyniadau i'r ysbyty, a darparu llwybrau ar gyfer cefnogaeth tymor hirach drwy atgyfeiriadau i wasanaethau ychwanegol yn ôl yr angen.

Diwallu Angen Cynyddol

Mae datblygiad y Noddfa'n deillio o'r gydnabyddiaeth feirniadol am yr angen am wasanaethau cefnogaeth iechyd meddwl ar gyfer pobl ifanc. Dros y blynyddoedd, mae argyfyngau iechyd meddwl ymhlith plant a'r glasoed wedi cynyddu'n sylweddol, gydag effeithiau'r pandemig COVID-19 yn gwaethygu'r mater hwn ymhellach. Yn aml iawn nid oes gan bobl ifanc dewis ond i gyflwyno i adrannau brys lleol neu leoliadau ysbyty, a all fod yn llethol ac yn anaddas i'r rhai mewn trallod emosiynol.

Galluogodd ein partneriaeth gyda Gwasanaethau Iechyd Meddwl Plant a Phobl Ifanc ('CAMHS') Bwrdd Iechyd Prifysgol Bae Abertawe, a ariennir gan Lywodraeth Cymru, ni i greu gwasanaeth i osgoi derbyniadau sy'n blaenoriaethu ymyrraeth a chefnogaeth mewn gofod tawelgar ar unwaith.

Ymagwedd Gyfannol i Gefnogaeth mewn Argyfwng

Mae'r gwasanaeth yn gweithredu ymagwedd tri cham: darparu cefnogaeth ar unwaith mewn lleoliad tawelgar, gan helpu pobl ifanc i archwilio'r ffactorau sydd wedi cyfrannu i'w trallod, a rhoi'r celfi a'r technegau iddynt i reoli heriau'r dyfodol. Boed hynny drwy weithgareddau llesiant, sesiynau grŵp, neu gefnogaeth gyfrinachol un i un, mae ein staff hyfforddedig wrth law i gynnig technegau sylfaenu ac i helpu pobl ifanc i adennill rheolaeth emosiynol. Anelai'r ymagwedd gyfannol yma i rymuso unigolion, gan roi'r gallu iddynt i reoli eu hemosiynau a'u hymddygiadau'n fwy effeithiol.



Adferiad

Pobl Ifanc yn Greiddiol i'n Cynllun

O'r cychwyn, gwyddom ei fod yn hanfodol i gynnwys pobl ifanc yn natblygiad y Noddfa. O ddewis y cynllun lliwiau, i ddewis y dodrefn a'r dodrefn meddal, fe siapiodd mewnbwn y bobl ifanc yr amgylchedd cynnes a thawelgar rydym wedi ei greu. Roedd y nod yn syml: i wneud y gofod yn gyfforddus, yn dawelgar, ac yn hygyrch i bobl ifanc mewn argyfwng ac, yn ôl pob sôn, rydym wedi llwyddo. Gydag ardaloedd cymunol sy'n cynnwys ystafell gemau ac ystafell synhwyraidd, mae'r Noddfa'n darparu mwy na dim ond gofod ar gyfer ymyrraeth ar unwaith mewn argyfwng. Mae'n le ble gall pobl ifanc ymlacio, ymgysylltu mewn gweithgareddau, a dechrau teimlo'n ddiogel eto. Mae'r adborth wedi bod yn hynod bositif, gan y bobl ifanc eu hunain a'u teuluoedd. Maent wedi canmol y gwasanaeth am gynnig nid yn unig ymyrraeth mewn argyfwng ond lle ble gall pobl ifanc archwilio eu hemosiynau a dysgu mecanweithiau ymdopi ar gyfer y dyfodol.

Dyfodol Addawol

Rydym yn hynod falch o'r gwaith rydym wedi ei wneud mewn partneriaeth gyda 'CAMHS' i lansio'r gwasanaeth hwn sydd wir ei angen, gwasanaeth yr ydym yn credu fydd yn cael effaith parhaus ar fywydau pobl ifanc. Trwy ddarparu gofod diogel a chefnogol yn ystod cyfnodau o argyfwng, mae'r Noddfa'n helpu i lenwi bwlch critigol yn y gefnogaeth iechyd meddwl ar gyfer plant a phobl ifanc , gan sicrhau eu bod yn derbyn y gefnogaeth gywir ar yr amser cywir.

Edrych Ymlaen

Wrth i ni symud ymlaen, rydym yn cynllunio i ehangu'r llwybrau mynediad, i sicrhau bod mwy o bobl ifanc yn gallu elwa o'r gwasanaeth hwn. Gyda materion iechyd meddwl yn parhau i gynyddu, bydd gwasanaethau megis y Noddfa'n chwarae rhan gynyddol bwysig wrth ddarparu'r gefnogaeth sydd ei hangen ar bobl ifanc i reoli eu llesiant meddyliol ac i osgoi cyrraedd y pwynt argyfwng.



Ein Hymgyrch



Ymgyrch Costau Byw Adferiad

Yn ystod Haf 2023, fe lansiodd Adferiad ei ymgyrch costau byw – 'Mae'n Amser i Gymryd y Llyw', oedd yn ymateb i'n rhanddeiliaid yn dweud wrthym mai blaenoriaeth iddynt yn 2023 oedd 'sut i oroesi'r argyfwng costau byw yn ddiogel ac mewn iechyd da'. Nod yr ymgyrch oedd i ddarparu cefnogaeth ymarferol a phersonol i bobl yn ystod yr argyfwng costau byw, a'u grymuso i gymryd rheolaeth o'u sefyllfa eu hunain, ac i ymgyrchu dros weithredu gan Lywodraeth y Deyrnas Unedig a Llywodraeth Cymru, Awdurdodau Lleol a'r GIG ac eraill i cefnogi ein grŵp cleientiaid. Trwy gydol yr ymgyrch, rydym wedi gweithio'n agos gyda'n partneriaid yn y Deyrnas Unedig a Chymru, Carers Wales a'r St Giles Trust, i sicrhau bod gofalwyr a theuluoedd yn cael eu cefnogi'n llawn. Buom yn ymgysylltu hefyd yn genedlaethol ac yn lleol gyda'r Adran Gwaith a Phensiynau, Dŵr Cymru, Unison ac Awdurdodau Lleol i hwyluso trafodaeth ac i wella eu dealltwriaeth a'u hymateb i anghenion cleientiaid.

Fe lansiwyd ein hymgyrch gan Jane Hutt AS, y Gweinidog dros Gyfiawnder Cymdeithasol a'r Prif Chwip, a derfynodd hefyd ymgyrch yr Haf ar y 10fed o Hydref yn y Senedd, ble cafodd ei chyflwyno gyda'r adroddiad a chanfyddiadau'r ymgyrch. Dros yr Haf, daethom â'r ymgyrch i 29 o wahanol ddigwyddiadau, gyda mwy na 200 o staff a gwirfoddolwyr yn helpu ac yn cymryd rhan, yn cynnwys 10 aelod o'r Senedd hefyd yn mynychu. Siaradom gyda mwy na 1,000 o bobl am eu profiadau o'r argyfwng costau byw gan agor ein harolwg i'n holl aelodau, buddiolwyr, a'r cyhoedd ar draws Cymru i gasglu mewnwelediad i sut roedd yr argyfwng yn effeithio arnynt.

Darganfyddom fod bron i **80%** o bobl wedi adrodd bod eu costau byw wedi cynyddu'n fawr o'r 18 mis blaenorol, gydag **86%** yn datgan eu bod wedi cael trafferth i dalu biliau sylfaenol. Trwy gydol yr ymgyrch, pleidleiswyd dros ein gwasanaeth cyngor iechyd meddwl ac arian fel y cynnig gwasanaeth pwysicaf, gyda mwy nag **80%** o bobl yn datgan ei fod yn hynod bwysig.

Cynhyrchwyd cynllun 10 pwynt ar y cyd rhwng Adferiad a'n buddiolwyr yn amlinellu ffyrdd allweddol y gallwn i gyd helpu i oroesi'r argyfwng costau byw:

Adferiad

Llywodraeth y Deyrnas Unedig

1. Sicrhau fod budd-daliadau ar gyfer pobl gydag anabledd neu salwch tymor hir yn codi gyda chwyddiant (mae chwyddiant yn llawer uwch i bobl sy'n byw mewn tlodi oherwydd bod costau tanwydd yn cynrychioli cyfran uwch na'r cyfartaledd o'u gwariant - felly mae angen ystyried hyn); hefyd, gweithredu proses asesu Taliad Annibyniaeth Personol (PIP) decach a mwy hygyrch sy'n cael cymorth i bobl yn gyflym.

2. Adfer y cynnydd o £20 ychwanegol wythnosol i'r Credyd Cynhwysol oedd mor ddefnyddiol pan roedd y pandemig Covid-19 ar ein anterth.

3. Gwella'r gefnogaeth ariannol i ofalwyr, gan gydnabod manteision cost gofalwyr yn gallu chwarae eu rhan wrth ddarparu cymorth.

4. Tymor hir: dechrau trafodaeth genedlaethol am ddyfodol budd-daliadau, gyda'r nod o wella bywydau pobl sydd mewn perygl ac yn dibynnu ar fudd-daliadau.

5. Cynyddu'r cymorth i'r rhai hynny sydd a phroblemau iechyd meddwl a chaethiwed sy'n barod i ddod yn weithredol yn economaidd - gwella cefnogaeth, hyfforddiant a chymhellion tra'n peidio rhoi pwysau ar y rhai hynny na allant weithio.

Llywodraeth Cymru

6. Hyrwyddo ymhellach yr angen i sicrhau fod pawb sy'n defnyddio gwasanaethau iechyd meddwl eilaidd a Chynllun Gofal a Thriniaeth effeithiol yn ei le a bod y rhain yn cynnwys y deilliannau y gellir eu cyflawni a pha wasanaethau sydd i gael eu darparu, neu weithrediadau i'w gweithredu, o dan yr adran 'Cyllid ac Arian'.

7. Sicrhau fod pob oedolyn sydd mewn perygl a'u gofalwyr, a theuluoedd plant sydd mewn perygl â mynediad hawdd ac amserol i gyngor ac eiriolaeth mewn perthynas a rheoli arian a dyled.

Y Sector Wirfoddol yng Nghymru

8. Blaenoriaethu cefnogaeth i bobl mewn perygl a effeithir fwyaf gan dlodi, yn cynnwys darparu cyngor a chefnogaeth neu hwyluso mynediad i gefnogaeth gan arbenigwyr.

9. Rhoi llais i bobl sydd mewn perygl er mwyn i'w hanghenion gael eu clywed gan Lywodraethau y Deyrnas Unedig a Chymru.

Pob un ohonom

10. **Bod yn gymdogion da!** Gall helpu y rhai o'n cwmpas wneud gwahaniaeth mawr, boed hynny drwy gyfrannu i fanc bwyd neu helpu unigolyn neu deulu rydym yn eu hadnabod.

Ein Partneriaid

Mae Adferiad ei hun yn ganlyniad i uno CAIS, Hafal ac WCADA, oherwydd ein bod wedi sylweddoli fod ein harbenigedd ar wahân yn fwy effeithiol ar y cyd.

Credwn fod angen i'n gwaith fel elusen gael ei arwain gan ein cleientiaid ac, felly, ein bod bob amser yn edrych i greu partneriaethau gydag ystod o wahanol sefydliadau y gallwn weithio gyda hwy i gefnogi anghenion ein cleientiaid yn well.

Gall hyn ddeillio o waith achos as y cyd ar lawr gwlad gyda phartneriaid elusennau lleol, neu'r timau gofal iechyd megis y CMHT, i bartneriaethau ffurfiol megis ein Gwasanaeth Di-Waith a ddarperir mewn partneriaeth gyda Barod a Kaleidoscope, ac hefyd ein partneriaethau strategol cenedlaethol a rhyngwladol, megis y Wales Alliance for Mental Health, DACW, a GAMIAN.

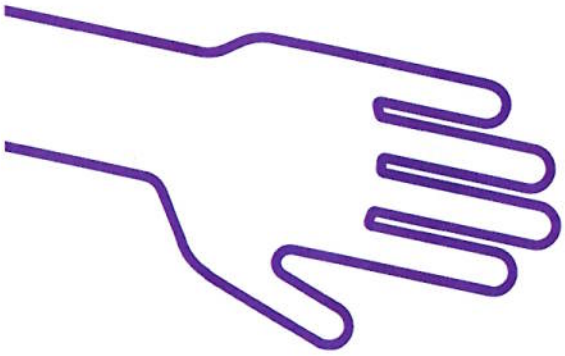
Er mwyn bod yn effeithiol, mae'n rhaid i noi'r ffiniau all godi o amgylch sefydliadau i un ochr a chanolbwyntio ar ein hamcanion cyffredin – **ddarparu'r gefnogaeth orau i bobl sydd ei angen yng Nghymru.**


Cyngor Sir Ceredigion County Council
Powys
Cyngor Sir Gâr Carmarthenshire County Council
Cyngor Abertawe Swansea Council
Torfaen County Borough
Bridgend
Merthyr Tudful Merthyr Tydfil
Blaenau Gwent
Cardiff Caerdydd
Monmouthshire
GambleAware
The Armed Forces Covenant Fund Trust
Llywodraeth Cymru Welsh Government
Coleg Nyrsio Brenhinol Cymru Royal College of Nursing Wales
CAIS
Mental Health UK
Vale of Glamorgan
Newport Casnewydd
UNISON
Adferiad
NCMH
Platform
RCS
barod
bipolar UK
The Care Collective
Cymdeithas Gofal The Care Society
carers Wales
diverse cymru
G4S
Gordon Moody
Growing Space
Inside Out Cymru
Kaleidoscope
Mental Health Foundation
Mental Health Matters Wales
mind Cymru
Shelter Cymru
St Giles Cymru
ateb
Cadwyn
Cartrefi Conwy
Dyfodol
newid
stori
ClwydAlyn
Cynon Taf
Linc
Parabl
time to change Wales
Dechrau Newydd
Grŵp Cynefin
Hafod
Merthyr Valleys Homes
Cyfle Cymru
Wrexham One Love Choir
Papyrus
Pobl
united welsh
Wales & West Housing
caniad
Carers Trust Wales

Codi Arian

Cofrestrwyd gyda'r
FUNDRAISING
REGULATOR
RHEOLEIDDIWR CODI ARIAN

Rydym yn hynod falch ein bod yn derbyn cefnogaeth drwy roddion gan grwpiau cymunedol, busnesau ac unigolion ar draws Cymru bob blwyddyn. Mae'r cefnogaeth hwn yn hanfodol i'n galluogi i barhau â'n gwaith hanfodol, gan helpu pobl sy'n wynebu heriau gydag iechyd meddwl, defnyddio sylweddau, a materion eraill.





Sganiwch yma i gyfrannu!

Eleni, mae ein cefnogwyr wedi mynd ymhellach fyth, gan gymryd rhan mewn ystod o weithgareddau, o dringo Pen Y Fan i drefnu gweithgareddau grŵp swyddfa, ac i gyd i godi arian i Adferiad. Rydym hefyd wedi ein cyffwrdd yn ddwfn o fod wedi derbyn dros £25,000 mewn cyfraniadau er cof, sy'n dystiolaeth o'r effaith mae ein gwasanaethau'n eu cael ar deuluoedd ar draws Cymru.

Cyfranwyd gyfanswm o £102,559.21 yn 2023/24, naill ai ar gyfer prosiectau penodol neu i gefnogi ein gwasanaeth elusennol cyffredinol. Mae'r swm anhygoel hwn wedi cyfrannu'n uniongyrchol i barhad gwasanaethau sy'n darparu cefnogaeth hanfodol i unigolion a theuluoedd yng Nghymru.

Diolchwn o'r galon i bob unigolyn gymerodd yr amser i drefnu neu i gymryd rhan yn y digwyddiadau hyn i godi arian. Golygodd lawer o'r ymdrechion hyn heriau personol sylweddol, a bydd pob punt a godwyd yn mynd tuag at sicrhau y gallwn barhau i fod yno ar gyfer pobl a allai fod mewn cyfyngder.

Daeth un esiampl ysbrydoledig ym mis Chwefror 2024, pan gododd tîm o 11 o Ogledd Cymru £6,559 er cof am Jordan oedd, gyda'i deulu, wedi cael mynediad i rai o'n gwasanaethau iechyd meddwl a gofalwyr yn Sir Y Fflint. Rhannodd deulu Jordan ei hanes:



“Roedd Jord yn fab, brawd, ewythr, wyr, a ffrind anhygoel, gofalgar, a hwyliog.

Ond y tu ôl i hyn, roedd yn brwydro'n ddyddiol gyda'i iechyd meddwl, a dim ond ei deulu agos oedd yn ymwybodol o hyn. Nid oeddem yn teimlo ein bod yn gwneud unrhyw gynnydd wrth gefnogi Jord nes i ni ddod o hyd i Adferiad (Hafal yn flaenorol). Teithiodd teulu a ffrindiau i Faes Awyr Langar, yn Nottingham, i blymio o'r awyr er cof amdano, y penwythnos wedi'r hyn fyddai wedi bod ei benblwydd yn 26.”

Talwyd am yr holl gostau nenblymio gan aelodau'r teulu a ffrindiau, gan sicrhau bod pob ceiniog a godwyd yn mynd yn syth i Adferiad. Roedd ymdrechion Steve ac Anna, rhieni Jordan, ei frodyr Josh a Callum, a'i chwaer Emily, yn ogystal â Connor, Cain, Courtney, Aled, Yasmin, Lee, Abbi, a Kieran nid yn unig i gofio am Jordan, ond helpodd hefyd i godi ymwybyddiaeth ym mhwysigrwydd darparu adnoddau i deuluoedd sydd ddim yn gwybod i ble i droi am gymorth.

Rhannodd Anna, mam Jordan:

“Cawsom ddiwrnod gwych, emosiynol iawn! Rwy'n awyddus iawn am gymorth a chefnogaeth ar gyfer aelodau'r teulu sy'n ei chael yn anodd am nad ydynt yn gwybod sut i helpu eu hanwyliaid! Mae'r effaith mae'n ei gael yn distrywio teuluoedd, a dymunwn ni fel teulu i ymwybyddiaeth fod ar y blaen, er mwyn i aelodau'r teulu gael mynediad i adnoddau a gwybod am rhywle y gallent estyn allan iddo!”



I bawb sydd wedi codi arian, wedi cyfrannu, neu wedi ein cefnogi mewn unrhyw ffordd eleni – diolch yn fawr. Mae eich cyfraniadau'n gwneud gwahaniaeth go iawn ym mywydau y rhai rydym yn eu cefnogi ar draws Cymru.

Cynaladwyedd:
Dyfodol Gwyrdd i Adferiad

Fel sefydliad, rydym yn benderfynol i weithredu ac i lwyddo i ddod yn Sero Net erbyn 2030. Mae gennym ganolfannau tîm ym mhob sir yng Nghymru, tri lleoliad ysbyty (yn cynnwys un yn Swydd Gaerhirfryn), uned adsefydlu, nifer o eiddo preswyl, a swyddfeydd modern. Rydym yn gweithredu fflyd o 50 cerbyd, yn cynnwys bysiau mini, cludiant bwyd, a ceir. Ein nod yw fod ein hasedau yn ffocysu ar fwyafu'r effaith i'n buddiolwyr, arbed arian, a gwella ein proffil carbon.

Ein hamcanion cynaladwyedd:

- Adolygu'r defnydd o'r holl eiddo yn flynyddol er mwyn sicrhau'r defnydd gorau o'r adnoddau.
- Pob adnewyddiad i gynnwys ymagweddau ynni effeithlon, carbon isel, e.e. goleuadau LED, inswleiddio, goleuadau awtomatig, a.y.y.b.
- Cynyddu nifer yr unedau preswyl sydd ar gael i'n buddiolwyr o 5% bob blwyddyn.
- Adolygu milltiredd staff ddwywaith y flwyddyn i sicrhau'r defnydd gorau o amser ac adnoddau.
- Cynllunio i amnewid pob cerbyd gyda rhai 'hybrid plug-in' neu drydan pur dros y bum mlynedd nesaf.
- Annog y defnydd o dechnoleg i leihau teithio tra'n cydnabod gwerth ymgysylltiad wyneb yn wyneb.
- Cynnal Mapio Carbon ar gyfer Adferiad Recovery.
- Creu grŵp cynaladwyedd i ddatblygu cynlluniau ar gyfer gostyngiad o 10% flwyddyn ar flwyddyn mewn mapio carbon.
- Defnyddio technoleg newydd i leihau'r defnydd o bapur a deunyddiau printiedig, yn cynnwys cyhoeddiadau, marchnata, a chyfathrebiadau mewnol drwy leihau'r defnydd o ddeunydd ysgrifennu o 10% y flwyddyn mewn termau real.

Adferiad

Rydym wedi cynnal ymarfer mapio carbon cynhwysfawr ac mae gennym Gynllun Lleihau Carbon yn ei le fydd yn cael ei adolygu eleni.

Yn y dyfodol rydym yn gobeithio gweithredu mesurau megis:

- Symud i ddarparydd trydan 100% adnewyddadwy. Bydd hyn yn dod â'n cyfanswm allyriadau i lawr o tua 7.64%.
- Amnewid cerbydau petrol/diesel presennol sy'n eiddo i'r cwmni am gerbydau 100% trydan dros y blynyddoedd. Daw hyn â'n allyriadau presennol i lawr o tua 4%.
- Mynd i'r afael â'r allyriadau a gynhyrchir gan gymudo staff drwy gymell staff i symud i geir trydan neu i gymryd cludiant cyhoeddus i'r gwaith yn y blynyddoedd i ddod.
- Lleihau'r allyriadau a gynhyrchir gan deithio busnes dros y blynyddoedd drwy ddefnyddio cerbydau trydan yn unig.
- Lleihau allyriadau sy'n gysylltiedig â gwasanaethau cyflenwi wedi eu his-gontractio trwy ddewis gwasanaethau negesydd ('courier') gydag ôl troed carbon is.
- Lleihau allyriadau sy'n gysylltiedig â storio ar-lein drwy ddefnyddio gwasanaethau cwmwl gydag ôl troed carbon is dros y blynyddoedd i ddod.
- Lleihau'r allyriadau CO_2 a gynhyrchir drwy drin gwastraff gweithredol drwy sicrhau gwell defnydd o arferion trin gwastraff (hynny yw, optimeiddio'r swm o wastraff sy'n cael ei yrru i'w ailgylchu, lleihau'r cyfaint sy'n cael ei losgi, a.y.y.b).

Datblygiadau Allweddol

Yn ogystal â'n gwaith cadarnhau hawliau rydym wedi ei drafod eisioes a'n gwaith ymgyrchu, rydym wedi gweld datblygiadau eraill dros y flwyddyn ddiwethaf hefyd.



Ardystiedig yn Aur a Rhuddem am ein Gwaith Cynhwysedd Diwylliannol

Mae Cynllun Ardystio Cymhwysedd Diwylliannol Diverse Cymru yn cydnabod y cynnydd y mae sefydliadau yn ei wneud tuag at chwalu'r rhwystrau y mae llawer o grwpiau Pobl Dduon, Asiaidd a Lleiafrifoedd Ethnig yn eu hwynebu yn y gweithle. Cawsom ddwy wobr am ein gwaith cadarnhau hawliau, gwobr Rhuddem i'n Swyddfa yng Ngogledd Cymru, a gwobr uchaf y flwyddyn, y Wobr Aur, i'n Swyddfa Glan Llyn Abertawe.

Wedi Cyflawni Cam Un o ISO 14001

Mae ISO 14001 yn safon a gydnabyddir yn rhyngwladol ar gyfer systemau rheoli amgylcheddol. Mae'n darparu fframwaith y gall sefydliadau ei ddilyn i sefydlu, gweithredu, cynnal a gwella eu perfformiad amgylcheddol. Rydym yn gobeithio dilyn ein llwyddiant cam un gyda'r ardystiad llawn yn ddiweddarach yn 2024.



Lansio Rhaglen 'Arweinwyr y Dyfodol'

Ym mis Rhagfyr 2023, lansiwyd ein Rhaglen Arweinwyr y Dyfodol ym Mhrifysgol Bangor. Mae Rhaglen Arweinwyr y Dyfodol yn canolbwyntio ar ddatblygu'r rhai sy'n rheoli gwasanaethau ac adrannau Adferiad ar hyn o bryd, neu sydd ag uchelgais i reoli, i unigolion a fydd yn barod ac yn gallu arwain ein sefydliad yn y dyfodol. Parhaodd y rhaglen i 2024, gyda'r ymgeiswyr yn cael eu dewis i astudio cymhwyster yn y gwaith lefel 3, 5, neu 7.

Buddsoddwyd mwy yn ein cynllun Lles Staff 'Cadw'n Iach'

Eleni, cynyddom ein darpariaeth cwnsela o fewn ein tîm lles Cadw'n Iach, gan ein galluogi i gefnogi hyd yn oed mwy o staff a allai fod yn profi anawsterau yn eu bywydau.



Lansio ein Cronfa Lles Staff

Ym mis Medi 2023, aeth ein Cronfa Lles Staff yn fyw. Nod y gronfa yw cefnogi gweithwyr a allai fod yn profi caledi ariannol. I adeiladu'r gronfa ariannu, gofynnwyd i staff roi 1 awr o'u cyflog gros y mis, gydag Adferiad yn cyfateb i unrhyw gyfraniadau hyd at £1000 y mis. Mae'r ymateb gan staff wedi bod yn syfrdanol a diolch yn fawr iawn i bawb a oedd yn gallu cyfrannu.

Lansiwyd 'Y Pantri' ac 'The Junction' fel rhan o MCC



Ym mis Gorffennaf 2023, lansiwyd 'Y Pantri' mewn partneriaeth ag Ymddiriedolaeth St Giles a Mentrau Cymdeithasol CAIS. Mae'r Pantri yn archfarchnad gymdeithasol gyda'r nod o helpu pobl sy'n ei chael hi'n anodd darparu drostynt eu hunain a'u teuluoedd, trwy gynnig cynhyrchion o ansawdd uchel a gyflenwir gan Fareshare.

Yn ogystal â'r Pantri, roedd Mentrau Cymdeithasol CAIS (is-gwmni i Adferiad) hefyd yn gallu agor menter gymdeithasol newydd yng ngorsaf Drenau Cyffordd Llandudno. Fel ychwanegiad diweddaraf i frand caffi Porter's, bydd y siop goffi yn darparu coffi gwych i gymudwyr, a'r wybodaeth bod elw'r caffis yn mynd tuag at ariannu gwasanaethau cymunedol pellach.

National Gambling Support Network

Daethom yn rhan annatod o'r Rhwydwaith Cymorth Gamblo Cenedlaethol

Mae'r Rhwydwaith Cymorth Gamblo Cenedlaethol yn grŵp o ddarparwyr a gomisiynwyd gan GambleAware i ddarparu triniaeth a chymorth i bobl sy'n profi Niwed a Chymhlethdodau sy'n gysylltiedig â Gamblo. Fel darparwr cenedlaethol, rydym wedi mynychu nifer o fyrddau rhanbarthol i hyrwyddo'r llwybr triniaeth a ddarparwn fel rhan o'n gwasanaethau gamblo.

Achrededig fel Cyflogwr Sefydliad Cyflog Byw

Eleni, gwnaethom barhau â'n hymrwymiad i'n staff trwy gynnal ein hachrediad fel 'Cyflogwr Sefydliad Cyflog Byw'. Mae'r achrediad hwn yn dangos ein hymrwymiad i'n staff drwy sicrhau eu bod yn cael cyflog byw, gan adlewyrchu ein hymroddiad i'w lles, eu datblygiad proffesiynol, ac i adeiladu sefydliad cryfach, mwy cynaliadwy.

We are a Living Wage Employer

Edrych Ymlaen

Mae'r gwasanaethau iechyd a gofal cymdeithasol yn parhau i gael trafferth yn dilyn y pandemig, gyda nifer eto i ddychwelyd i'r dulliau gweithredu cyn-bandemig. Tra mae Adferiad wedi parhau i gynnal gwasanaethau ar sail wyneb yn wyneb, hyd yn oed yn ystod y pandemig, mae llawer o wasanaethau eraill wedi dod yn llawer llai cynhyrchiol ac yn parhau i amlygu'r pandemig fel rheswm am gynhyrchiant a pherfformiad gwael. Mae hyn yn parhau i fod yn anfoddhaol i'n buddiolwyr, a bydd angen i Adferiad gefnogi eu llais wrth herio arferion gweithio o'r fath.

Gwyddom y bydd etholiad yn 2024/25 ar lefel y Deyrnas Unedig, a bydd cyflogaeth pobl gyda chyflyrau iechyd sy'n anweithredol yn economaidd ar hyn o bryd yn flaenoriaeth allweddol ar gyfer pwy bynnag sy'n arwain y wlad. Bydd Adferiad yn parhau i arddangos effeithiolrwydd rhaglenni a arweinir gan gymheiriaid ac annog y rhai hynny sydd â phrofiad ohonynt i'n cynorthwyo i gyd-gynhyrchu'r modelau gorau ar gyfer y gwaith hwn.

Byddwn hefyd yn defnyddio 2024/25 i ddarparu cyfleoedd dysgu a datblygiad ymarferol i'r carfannau ILM trwy ddatblygu rhaglenni newid sefydliadol fydd yn adolygu, diweddaru, ac yn gwreiddio systemau a phrosesau sefydliadol sy'n briodol ar gyfer sefydliad o faint. Trwy ddarparu'r rhain fel prosiectau sy'n gysylltiedig i ILM, bydd gan arweinyddion y dyfodol fwy o berchnogaeth o'r newidiadau sydd wedi eu gweithredu, ac oherwydd bod y carfannau hyn yn cynnwys staff o ar draws y graddau a'r gwasanaethau, bydd ein system wedi ei hadeiladu o'r llawr i fyny. Cefnogir hyn gan arweinyddiaeth newydd yn ein Cyfarwyddiaeth Pobl a Diwylliant a thrwy ein partneriaeth gyda Choleg Gŵyr.

Mae Adferiad Recovery yn parhau i fod yn ymrwymedig i weithio mewn partneriaeth gyda'r sector statudol a gwirfoddol wrth ganlyn y gwasanaeth gorau posibl ar gyfer ein grŵp cleientiaid. Mae partneriaethau'n galluogi Adferiad Recovery i ymateb yn y ffyrdd â ganlyn:

Ceisio am berthynasau i weithio ar y cyd gyda darparwyr sydd wedi eu lleoli mewn mannau eraill yn y Deyrnas Unedig i ddatblygu ymagweddau a rennir, codi ymwybyddiaeth yn Adferiad Recovery, ac i rannu arfer orau. Byddwn hefyd yn parhau i fuddsoddi yn ein partneriaethau gyda Mental Health UK, Cynghrair Iechyd Meddwl Cymru (CIMC), Gamian, EUFAMI, DACW, a chynghreiriau eraill i sicrhau bod llais ein buddiolwyr yn cael ei glywed.

Trwy gydweithio gydag ymchwilwyr a sefydliadau blaengar, yn cynnwys nifer o Brifysgolion ar draws y Deyrnas Unedig, mae Adferiad wedi sefydlu nifer o brosiectau allweddol yn ystod 2023/24, yn cynnwys gweithio gyda Phrifysgol Abertawe a Phrifysgol Nottingham Trent ar 'ddiffyg ymddiriedaeth y cyhoedd? o AI mewn Iechyd Meddwl' ble cyhoeddwyd y papur, gyda'r bwriad o gyflwyno'r papur yng nghynhadledd SLSA y flwyddyn nesaf. Mae prosiect ymchwil allweddol arall wedi bod yn gweithio gyda'r GW4 Alliance a BiPolar UK fel rhan o'r grant £4.3miliwn gan UKRI a'r MRC i gyflymu ymchwil ystyrlon i mewn i, a thriniaethau ar gyfer, cyflyrau iechyd meddwl difrifol.

Mae Adferiad yn ymroddedig nid yn unig i wella deilliannau unigol ond hefyd i gyfrannu tuag at y sylfaen wybodaeth ehangach am iechyd meddwl, defnydd sylweddau, niweidiau'n gysylltiedig â gamblo ac anghenion cymhleth sy'n cyd-ddigwydd. Mae'r ymrwymiad cadarn hwn i ymchwil ac arfer sy'n seiliedig ar dystiolaeth yn tanlinellu ein cenhadaeth i ddarparu'r gefnogaeth fwyaf dibynadwy ac effeithiol i'r rhai hynny rydym yn eu gwasanaethu.



Yn gyffredinol, mae Adferiad Recovery yn ceisio atgyfnerthu ei safle drwy reolaeth ariannol a gweithredol darbodus. Byddwn yn parhau i ddarparu gwell gwasanaeth sy'n effeithiol, gofalgar ac ymroddedig i'r bobl hynny sy'n ceisio am gymorth gan yr elusen.

I gryfhau ei hannibyniaeth o grŵp cymharol fechan o gyllidwyr, mae'r elusen hefyd yn ceisio datblygu gwasanaethau sydd ddim yn cael eu comisiynu'n uniongyrchol, ond sydd o fewn ei chenhadaeth. Mae'r mentrau'n cynnwys caffael anheddau i'w rhentu gan unigolion difreintiedig, ehangu Mentrau Cymdeithasol CAIS a datblygiad rhaglen adnewyddu eiddo.

Bydd yr argyfwng costau byw ac effaith cynyddol y baich prisiau ynni yn effeithio'n drwm ar ein buddiolwyr a'n staff. Byddwn hefyd yn ymgysylltu gyda phartneriaid sy'n rhannu ein pryder o ran y rhai mewn tlodi a byddwn yn adeiladu ar Addewid Adferiad Recovery nad oes angen i unrhyw un yn ein grŵp buddiolwyr fod ar ei ben ei hun. Bydd ein cyfuniad gyda Diverse Cymru yn fuan yn ein galluogi i ddatblygu ymhellach ein hymagwedd Sefydliad sy'n Cadarnhau Hawliau, a byddwn yn sicrhau fod y gwaith ar gynhwysiant sydd wedi ei arloesi gan Diverse Cymru yn parhau ac yn ehangu.

Tra roeddem yn credu, yn dilyn y pandemig, y byddai ffocws o'r newydd ar ddarpariaeth gwasanaethau ar gyfer y mwyaf agored i niwed, mae'r argyfwng costau byw wedi effeithio'n sylweddol ar y sector. Mae Adferiad Recovery wedi dangos eisioes ein gallu i ffynnu mewn adfyd ac rydym yn hyderus y byddwn yn cynorthwyo ein buddiolwyr drwy'r amseroedd heriol hyn.

Adolygiad Ariannol

DATGANIAD GWEITHGAREDDAU ARIANNOL
AR GYFER Y FLWYDDYN DDAETH I BEN 31 MAWRTH 2024

	Nodiadau	Cronfeydd anghyfyngedig 2024 £	Cronfeydd cyfyngedig 2024 £	Cyfanswm 2024 £	Cronfeydd anghyfyngedig fel ailddatganwyd 2023 £	Cronfeydd cyfyngedig fel ailddatganwyd 2023 £	Cyfanswm fel ailddatganwyd 2023 £
Incwm o:							
Rhoddion a chymynroddion	3	92,308	-	92,308	120,485	-	120,485
Gweithgareddau elusennol							-
Gwasanaethau Cymunedol	4	14,300,723	75,792	14,376,515	15,358,485	43,480	15,401,965
Gwasanaethau Preswyl	4	9,349,581	751,358	10,100,939	8,909,371	914,734	9,824,105
Incwm buddsoddi	5	159,292	-	159,292	52,785	-	52,785
Cyfanswm incwm		23,901,904	827,150	24,729,054	24,441,126	958,214	25,399,340
Gwariant ar:							
Gweithgareddau elusennol							
Gwasanaethau Cymunedol	6	13,951,423	95,220	14,046,643	13,890,614	60,842	13,951,456
Gwasanaethau Preswyl	6	9,035,417	668,036	9,703,453	10,188,481	815,503	11,003,984
Cyfanswm gwariant elusennol		22,986,840	763,256	23,750,096	24,079,095	876,345	24,955,440
Cyfanswm gwariant		22,986,840	763,256	23,750,096	24,079,095	876,345	24,955,440
Incwm net		915,064	63,894	978,958	362,031	81,869	443,900
Trosglwyddiadau rhwng cyllidwyr		(5,965)	5,965	-	(5,964)	(3,802)	(9,766)
Enillion a cholledion cydnabyddedig eraill:							
Colledion actiwaraidd ar gynlluniau buddion pensiwn diffiniedig		(1,000)	-	(1,000)	(44,000)	-	(44,000)
Symudiad net mewn cronfeydd	8	908,099	69,859	977,958	312,067	78,067	390,134
Cymodi arian:							
Balansau'r gronfa ar 1 Ebrill 2023		7,582,546	1,717,534	9,300,080	7,270,479	1,639,467	8,909,946
Balansau'r gronfa ar 31 Mawrth 2024		8,490,645	1,787,393	10,278,038	7,582,546	1,717,534	9,300,080

Y FANTOLEN
AR 31 MAWRTH 2024

	Nodiadau	2024 £	2024 £	2023 fel ailddatganwyd £	2023 fel ailddatganwyd £
Asedau Sefydlog					
Asedau Diriaethol	**12**		7,374,592		8,307,531
Buddsoddiadau	**13**		2		2
			7,374,594		8,307,533
Asedau cyfredol					
Dyledwyr	**14**	4,112,855		4,236,210	
Arian parod yn y banc ac mewn llaw		6,832,505		4,774,722	
		10,945,360		9,010,932	
Credydwyr: symiau sy'n ddyledus o fewn blwyddyn	**16**	(6,811,587)		(5,874,025)	
Asedau cyfredol net			4,133,773		3,136,907
Cyfanswm yr asedau a'r dyledion cyfredol			11,508,367		11,444,440
Credydwyr: symiau sy'n ddyledus ar ôl mwy na blwyddyn	**17**		(457,292)		(1,196,360)
Darpariaethau ar gyfer dyledion	**18**		(794,037)		(948,000)
Asedau net heb gynnwys gwarged/(diffyg) pensiwn			10,257,038		9,300,080
Gwarged/(diffyg) pensiwn buddion diffiniedig	**19**		21,000		-
Asedau net			10,278,038		9,300,080
Cronfeydd yr elusen					
Cronfeydd incwm cyfyngedig	**20**		1,787,393		1,717,534
Cronfeydd anghyfyngedig			8,469,645		7,582,546
Cronfa bensiwn			21,000		-
			10,278,038		9,300,080

Adferiad

Cefnogi Pobl • Supporting People

www.adferiad.org

Mae Adferiad Recovery yn sefydliad corfforedig elusennol ac wedi cofrestru yng Nghymru a Lloegr

Rhif Cofrestru: 2751104 Rhif Elusen: 1039386

Charity registration number 1039386

Company registration number 02751104 (England and Wales)

ADFERIAD RECOVERY LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

ADFERIAD RECOVERY LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Clive Edmund Wolfendale (Chair)	
	Mr Howard Jones (Vice Chair)	
	Mr Simon Paul Green (Honorary Treasurer)	
	Dr Dyfrig Morgan Ap Dafydd	
	Dr Andrea Lynne Davies	
	The Right Rev. John David Edward Davies	
	Mrs Vicki Evans	
	Prof. John Hunt	(Appointed 19 June 2024)
	Mrs Samina Khan	
	Rev Susan Northcott	
	Prof. Richard Owen	
	Mrs Karen Jayne Ozzati	
	Mr Dean Pulling	
	Mr Robert Cledwyn Williams	
	Mr N D De Figueiredo	(Appointed 19 June 2024)
Secretary	Mrs M Williams	
Charity number	1039386	
Company number	02751104	
Principal address	36 Princes Drive Colwyn Bay Conwy LL29 8LA	
Registered office	36 Princes Drive Colwyn Bay Conwy LL29 8LA	
Auditor	Champion Accountants LLP 2nd Floor Refuge House 33-37 Watergate Row Chester CH1 2LE	

ADFERIAD RECOVERY LIMITED

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ADFERIAD RECOVERY LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

ADFERIAD RECOVERY aims to make positive changes in the lives of people affected by drugs, alcohol, 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.

The following objects are listed within the Charity's governing document:
To relieve people in need and their families, dependants and/or carers, where such need is due to disadvantages including:

- addiction and other dependencies, including alcohol and drug misuse and gambling;
- mental and physical ill health, including serious mental illness, poor psychological and emotional well-being, learning disabilities, and the effects of high-pressure work environments (including in particular the military and emergency services);
- age;
- having been offenders and/or being at risk of offending;
- social exclusion;
- poverty;
- having complex and/or co-occurring needs across one or more of the preceding categories;

We achieve this through the following aims and objectives:

a) Safety will be at the heart of all we do. We will do our utmost to ensure the security, well-being and comfort of our clients. We will take all reasonable steps to protect and safeguard all who work for and with Adferiad Recovery.

b) We will assist each other in reaching personal goals, in realising creative potential and in striving for excellence. We will aspire for everyone in Adferiad Recovery to have a positive regard for their work and colleagues.

c) We will preserve the core values and mission of Adferiad Recovery, always subordinating personal and commercial advantage to our charitable goals. We will be reliable and trustworthy in all our dealings.

d) We will seek to meet and surpass the expectations of commissioners and clients. We will develop and maintain systems and processes that do not fail. We will address short-comings quickly and with good grace.

e) We will incorporate the needs and views of service users in the planning and delivery of all our provision. We will value and support those who volunteer to assist us. We will strive to understand and meet the needs of different communities who seek our services. We will operate through the medium of both Welsh and English.

f) We will maximise the use of our assets and minimise the cost of our overheads. We will actively seek partnership and collaboration in the interests of service improvement. We will assess and monitor the environmental consequences of our work, reducing the impact wherever possible.

Trustees developed these new Objects which have been approved by the Charity Commission to better reflect the needs of our beneficiaries and the ambition, mission, and future of Adferiad Recovery.

Significant activities

Adferiad Recovery's activities continue to focus on enhancing the quality of existing service provision whilst seeking to develop both geographically and by offering new service models. Our services are diverse, and we operate in every local authority area in Wales whilst providing services for people from across the UK and beyond in our residential services.

Our hospital and residential schemes deliver in-patient detoxification, and rehabilitation. Our community services include housing related support, therapeutic interventions, counselling, support, advice, family and carer services and training. We operate in the publicly managed prisons in Wales, provide national financial advice through the Mental Health and Money Advice Service delivered within our role as Mental Health UK partners in Wales.

We support the voice of our Members and beneficiaries in consultations, debates, and policy matters, and campaign for a Rights Affirming Approach for all.

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 of Work and Pensions primes, 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.

Public benefit

To further its objects, the Charity will:

- Provide treatment, care, advice, advocacy, support, information, counselling, and services of the highest standard to those experiencing mental health problems, substance misuse problems, and those with co-occurring and complex needs, or illness or disability of any kind, and their families and carers.
- Challenge discrimination through education and training.
- Strive to reduce or prevent harms and the causes of harms to our beneficiaries to include the provision of interventions and other treatment
- Campaign nationally and locally for high quality care, including both acute and long-stay services.

The Charity provides a wide range of services through a number of local projects and groups, supported by members and volunteers together with staff employed in operational and functional departments at local and national level. Adferiad Recovery's charitable activities are all undertaken to further its charitable purposes for the public benefit. The guidance contained in the Charity Commission's general guidance on public benefit has been referred to when reviewing Adferiad Recovery's aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

Specific activities are detailed within the following 'Achievements and Performance' section, which are offered free of charge at the point of delivery.

Achievements and performance

Charitable Activities

During the third year of operation as the merged Charity to 31st March 2024, Adferiad Recovery supported more than 30,000 clients in core services - including substance use, mental health, veterans, supported housing and homelessness, recovery and addiction, gambling, volunteering, criminal justice, domiciliary care, training and employment programmes.

Over the course of the year, Adferiad Recovery delivered 154 contracts for commissioners in government, health, local authorities and elsewhere, and provided a wide and diverse range of interventions for individuals in need. In addition, we were successful in developing a further 27 new services or expansion projects. Services were delivered throughout Wales as well as in Lancashire, by Adferiad Recovery and its subsidiaries.

Through Cyfle Cymru, Adferiad lead the delivery of the Welsh Government's 'Out of Work' Service in five of the seven Welsh health board areas this includes:

- Lot 1 – North Wales
- Lot 3 – Dyfed
- Lot 4 – Swansea Bay
- Lot 5 – Cardiff and the Vale of Glamorgan
- Lot 6 – Powys

The current contract is in place until 31st March 2025 with a possible two-year extension.

Adferiad Recovery measures the success of its activities through contract monitoring and management arrangements to ensure achievement and compliance which includes service feedback from service users and carers receiving Adferiad Recovery services. Adferiad Recovery's internal Quality Standards audits are applied to all Adferiad Recovery services and external validation provided through achievement of ISO 9001:2015 accreditation which was externally audited and revalidated in March 2024, Investors in People (IIP) accreditation and Agored Cymru Centre recognition. Adferiad Recovery is also subject to inspection by the Care Inspectorate for Wales for registered domiciliary care services and Parkland Place as a residential unit, Healthcare Inspectorate Wales which routinely audits and inspects the service at Hafan Wen in Wrexham, and the Care Quality Commission for our service in Lancashire. Inspection reports are available on their websites but some feedback from recent reports is included below.

HIW completed an unannounced inspection of Hafan Wen in October 2023. HIW found that the quality of patient experience was good. They concluded, Hafan Wen provides compassionate, safe and effective care. HIW did highlight some issues in respect of the condition of the building, but unfortunately, the building does not belong to Adferiad and matters are generally beyond our control. Discussions have taken place with the building owner to seek improvements at the site.

CIW Inspections were completed on two of the Adferiad Registered Services.

- Adferiad West Wales Domiciliary Support Services was completed on the 9th October 2023. As part of the Inspection, the Inspector visited Llansamlet Office and visited Pembrokeshire Services, to meet and talk to and gather feedback from clients and staff. Inspector's Summary - *'There are good communication channels throughout the service, with robust systems to monitor the quality of care provided. The provider invites employees to sign up to a leadership course from the Institute of Leadership and Management (ILM) that helps their career development, to be managers of the future, thus retaining their services and ensuring further consistency in people's support'*. West Wales Inspection's Silent Ratings
- Leadership & Management – Excellent
- Well-Being - Excellent
- Care & Support – Excellent
- Adferiad Powys Domiciliary Support Services was completed on the 29th November 2023. The Inspector acknowledged that 'The staff team is enthusiastic and wants to make a positive difference to people's lives in every way: they focus on each person's needs to positively impact on their confidence and well-being. People are equally enthusiastic about the support they receive and say care workers are familiar to them and support them as they wish. They say they "go the extra mile all the time", are exceptional and cannot speak highly enough of them'. Powys Services also received Silent Ratings of Excellent for each of the inspected themes.

In 2023/2024 Adferiad has extended our services for gambling and we have secured funding to launch an all-Wales women's gambling awareness programme, this will run for 2 years. The Welsh Gambling Education hub was developed, and this project is coming to a close in September, and the Complex Comorbidities pathway has been given an extension until 2025. In June Adferiad were selected to present at poster on the Pathway at the Current Advances in Gambling research conference in Amsterdam, and we anticipate that there will be funding opportunities to be explored after attending the conference. Adferiad have also become part of the National Gambling Support Network.

2023 Campaign – 'Time to Take Control'

During the Summer of 2023, Adferiad launched its cost of living campaign - 'Time to Take Control', which was in response to our stakeholders telling us that a priority for them in 2023 was 'how to get though the cost of living crisis safely and in good health'. The aim of the campaign was to provide practical and personal support to people during the cost of living crisis, empowering them to take control of their own situation, and to campaign for action to the UK and Welsh Governments, Local Authorities and NHS and other to support our client group. Throughout the campaign, we worked closely with UK and Welsh partners Carers Wales and St Giles Trust to ensure that carers and families were fully supported. We also engaged nationally and locally with the Department for Work and Pensions, Dwr Cymru, Unison and Local Authorities to facilitate dialogue and enhance their understanding and response to client needs.

Our campaign was launched by Jane Hutt MS, Minister for Social Justice and Chief Whip, who also concluded the summer campaign on the 10th October in the Senedd where she was presented with the report and findings of the campaign. Over the Summer, we brought the campaign to 29 different events, with more than 200n staff and volunteers helping and taking part, including 10 members of the Senedd also attending. we spoke to more than 1000 people about their experiences of the cost of living crisis and opened our survey to all our members, beneficiaries and wider public across Wales to gather insight into how the cris was affecting them. We found that nearly 80% of people reported that their living costs had increased a lot from the previous 18 months, 86% stated that they had struggled to pay basic bills. Throughout the campaign, our money and mental health advice service was voted as the most important campaign offer, with more than 80% of people stating that this was extremely important.

A 10 point plan was then co-produced by Adferiad our beneficiaries outlining key ways in which we can all help to get through the cost of living crisis.

A range of high-quality publications and information was produced during 2023/2024. These included our 'Cost of Living' Campaign Report which was launched at the Senedd by Jane Hutt,MS on World Mental Health Day, Recovery & Rehabilitation within the Welsh Justics System Action Plan , filming 'Our Lives' interviews available on social media platforms and our website, and the development of the 2024 Campaign rationale 'Lets Get Physical'. The Adferiad Recovery brand development continued, and a new website was launched in May 2023.

Adferiad Recovery's existing websites continued to be regularly updated with news and information; Adferiad Recovery's on-line service, Clic continues to provide support across the UK as part of our work with Mental Health UK.

Adferiad Recovery's social media sites and reach continued to grow during 2023/24, highlighting the latest news and events, and now have over 29,000 followers. Visits to our new website were over 16,000. Our Facebook reach doubled to more than 370,000 views, Twitter visits over 122,000, and our new platforms Instagram, Tik Tok and Linkedin generated more than 242,000 impressions. Our total social media reach exceeded 772,000.

Adferiad Recovery's Public Affairs work during 2023/2024 continued to be both influential and far-reaching. Extensive media and campaigning work during the year responded to current affairs and included in-depth features and interviews on both television and radio, and in the local and national press. Coverage included features on BBC Wales Today; ITV Wales news; Newyddion 9 (S4C); BBC Radio Wales; BBC Radio Cymru, local press and social media, and a regular column in the Western Mail. Our approach to this work is to ensure that as much as possible the voices of those with lived experience should be heard above those of professional commentators and we continue to support our clients who wish to share their experiences. During the year, Adferiad consulted with clients, staff and the public on the next Welsh Government Mental Health Strategy for Wales and the Welsh Government Suicide and Self Harm Strategy, with a view to influence the voice of our stakeholders. The findings will be presented to Welsh Government this year as part of their wider consultation.

Our much appreciated and well attended physical wellbeing days in Swansea and Colwyn Bay, took place again this year. These are full days where beneficiaries and staff join together in fun physical activities designed to promote the benefits of physical wellbeing, exercise, social contact, and healthy eating. The events are often highly contested and enjoyed by all. In addition, we were fortunate to receive funding from the Millennium Stadium Charitable Trust, to support the two physical health wellbeing days and expand our awareness programme through online social media etc. to further raise awareness about these issues.

The North Wales Wellbeing Day on September 7th was a vibrant event that combined various physical activities with the Colwyn Bay campaign, attracting over 175 attendees. Mark Welsh, our Catering Manager, delivered an insightful talk and demonstration on how to eat healthy on a budget. The delicious food he prepared was thoroughly enjoyed by all and quickly disappeared. The day was a great success, promoting both physical activity and nutritious eating within the community.

Our South Wales Physical Wellbeing Event held in Swansea in September was a resounding success, drawing 240 enthusiastic participants. This year, we expanded our usual sporting events to include Yoga and Acupuncture, offering a holistic approach to wellness. Adding to the excitement, Circus Eruption, a local charity, provided engaging activity workshops throughout the day, which were a huge hit with attendees. The combination of traditional sports, new wellness activities, and fun workshops made for an unforgettable event celebrating health and community spirit.
Although not every service is detailed, a review of the most significant achievements and performance is summarised below.

Employment Programmes:

Cyfle Cymru

Adferiad continue to lead the delivery of the large-scale Welsh Government funded 'Out of Work Service' across all five lot areas throughout Wales and directly delivers the Cyfle Cymru programme in North Wales, with Kaleidoscope in Powys, with Barod and Kaleidoscope in Cardiff and the Vale of Glamorgan, and with Barod in Swansea Bay and Dyfed. It remains the largest service ever delivered by Adferiad – in terms of both value and geographical spread.
The Welsh Government's Out of Work Service funds a programme which 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.

From the commencement of the project in October 2022 to the 31st March 2024, Cyfle Cymru has attracted more than 4,200 registrations across the five lot areas. Over 65,986 hours of support delivered, nearly 5,000 accredited and non-accredited qualifications have been awarded since the programme began and 250 people have been supported into employment, with 733 gaining work or volunteering experience and 1,616 people received support for co-occurring needs.

Housing Support Grant

During 2023 – 24 Adferiad have provided 25 projects funded by Housing Support Grant (HSG) contracts. The contracts are across 10 Local Authorities: Wrexham, Flintshire, Denbighshire, Conwy, Gwynedd, Ceredigion, Pembrokeshire, Carmarthenshire, Merthyr Tydfil and Neath Port Talbot.

We also provide Supported Accommodation projects such as Wrexham Supported Accommodation which is delivered across four houses and one cluster flat, supporting up to 20 occupants.

Adferiad successfully tendered for a new project which is to commence on the 1st April 2024; Merthyr Tydfil Floating Support Services (with Dispersed Mental Health) the project will be known as Merthyr Outreach Tenancy Support (MOTS).

Two HSG services contracts ended in 2023 – 24.

Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV)

Adferiad Recovery were successful during 2023/24 in gaining capital funding from the Office of the Police and Crime Commissioner and the Welsh Government to purchase and renovate a three-bedroom property for the support of an individual and family who have been affected by VAWDASV. This is the third year we have received such funding.

Young Persons' Services

Adferiad delivers a comprehensive range of services for young individuals facing challenges related to mental health, substance use, and criminal justice across Wales. Our Young Persons' Substance Use services have supported 150 young people in Powys, and our SWITCH service in Neath Port Talbot supported 355 clients and received 108 referrals for young people who are experiencing or are at risk of experiencing substance use issues. Additionally, our Early Intervention in Psychosis services provide crucial support to young people and their siblings during what can be a frightening time for the entire family. In 2023/24, the team supported 96 young people through this service.

Our CYP 24/7 supported accommodation in Merthyr Tydfil consists of five self-contained flats, providing support to young people who are care leavers and those needing lower-level support. This year, the team has successfully supported eight young people in their journey towards independent living.

Through our partnership with Mental Health UK, we have delivered 306 sessions of support through our Bloom and Your Resilience programme to children and young people in various settings, including schools, colleges, CAMHS, sporting excellence pathways and community groups.

We have also been successful in extending our CAMFA counselling service to children and young people aged 14+ in north Wales – a welcomed and much needed service which provides Counselling and CBT to young people and their family/carers.

We have a new contract with Betsi Cadwaladr University Health Board, providing Counselling for those on CAMHS waiting lists.

Therapeutic Services

We were successfully added to frameworks to deliver counselling in Rhondda Cynon Taf and supervision to Counsellors in Wrexham County Council. Our work with Rhyl City Strategy continues as we were successfully added to the new In Work Support Framework this year to provide Counselling for clients on this project.

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. There are significant concerns over the state of the building at Hafan Wen, discussions are ongoing with BCUHB around the future commissioning of Hafan Wen with various options being explored.

Parkland Place Lancashire – our detoxification and treatment centre in beautiful grounds in Chorley continues to provide high quality support and we redeveloped 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. The service now offers 23 rooms of an extremely high standard of accommodation and care and 2023/2024 has seen occupancy challenges improve.

Parkland Place North Wales is currently taking both private and statutory clients for rehabilitation. We are in the process of developing the site to include a new gym facility, and various subtle changes to rooms such as coffee machines etc. We have a new Marketing and Communications officer in post, part of their role is to move forward with a marketing campaign to attract more private clients to the facility.

We continue to deliver the gambling pathway from Parkland Place North.

Gellinudd Recovery Centre - our mental health hospital in Pontardawe was closed from May 31st, 2023. Unfortunately, despite Gellinudd being rated as excellent by the NHS in Wales and having the lowest cost per night of any hospital of this type, the demand for these beds was not sufficient for us to cover the costs of the staffing.

Across our Inpatient and Residential Services, we have supported over 880 clients and provided 14,887 bed nights.

Crisis Sanctuaries

Adferiad continues to play a crucial role in supporting adult mental health through its Sanctuary Services across Ceredigion, Swansea, Neath Port Talbot and Carmarthenshire . These services have become essential resources for individuals experiencing mental health crises. During the 2023/24 reporting period, Adferiad's Sanctuary Services have demonstrated significant reach and impact: A total of 1,826 referrals have been received, staff have conducted 1,558 support calls, which are critical in providing emotional support, and guidance to those in need. For individuals experiencing acute crises, direct interaction is often necessary, Adferiad has provided 438 clients with face-to-face support serving as a lifeline for many, offering comfort and practical advice during times of distress.
In 2023, Adferiad successfully secured the contract to establish a CYP (Children and Young People) Sanctuary in Llansamlet, Swansea. This facility offers a safe and supportive environment specifically designed to meet the needs of children and young people. The service provides essential mental and emotional support to young individuals facing various challenges, with a direct referral pathway through the CAMHS Crisis team.

Volunteering

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.

Many of our services rely on the effort and generosity of volunteers. Around 85 volunteers committed 4,974 volunteering hours last year, a contribution for which we continue to be very thankful.

Change Step, Adferiad's Veterans Services

Change Step offers effective support for veterans, their families and carers in Wales. During this period, we've successfully delivered on all projects/programmes in our current portfolio which includes Veterans NHS Wales (BCUHB) where we've successfully extended our existing contract up to March 2025; Tackling Isolation and Loneliness, Veterans Places, Pathways and People programme (V4P) where we have successfully moved into a new phase of work which will hopefully extend this contract up to 2026; and Look Back to Move Forward which is progressing well. We have also retained our Gold Award for the Defence Employer Recognition Scheme and are proactively raising the profile of Change Step to ensure we are well positioned to grow this service further in 2024/25.

Domiciliary Care

Adferiad is Registered with Care Inspectorate Wales (CIW) in six of the seven Partnership Areas of Wales; North Wales, West Wales, Cwm Taf, Powys, Cardiff & The Vale and West Glamorgan (This registration is currently dormant). Adferiad deliver a broad range of Domiciliary Support Services, ranging from Home Care, Domiciliary care within an Extra Care Scheme, and Respite Care & Support.

The Adferiad CIW Annual Return Report that was submitted for all Adferiad Registered Services, 305 individuals had been provided Domiciliary Support during 2023 – 24.

Adferiad Recovery delivers a range of domiciliary care services across Wales, including floating care services, support in shared accommodation, and, more recently, the development of extra care services in 2022/23. During 2023/24, we received 72 referrals and supported 183 active clients across these services, demonstrating our ongoing commitment to providing tailored care and support to individuals in their own homes and communities.

Time to Change Wales

2023/24 saw the eleventh full year of operation of 'Time to Change Wales', an initiative aimed at reducing mental health stigma and discrimination, delivered in partnership with Mind Cymru. The project successfully fulfilled all targets for the year for every Pillar managed by the Community and Employer Engagement team overseen by Adferiad: 16 new organisations have pledged with most employing people from the most deprived areas and/or have a high percentage of Black Asian and Minority Ethnic employees; 28 anti-stigma talks have been delivered to 830 individuals with another 525 conversations taking place at exhibition stands; 34 new Champions have been trained including 47% from Black Asian and Minority Ethnic communities and 502 staff were trained at Swansea Bay University Health Board in tackling stigma in healthcare settings.

Mental Health & Money Advice

Mental Health and Money Advice continue to provide clear, practical advice and support for people experiencing issues with mental health and money. Annual gains for our clients during this period was £1,005,971.16, where we supported 325 new clients in addition to ongoing caseloads.

Treatment Services:

Adferiad continues to offer a wide range of support to individuals whose lives are negatively impacted by substance use, both strategically and within the community. Working closely with our partners, we provide services to those aged 18 and above, including a harm reduction model of care, a hidden harm service, an abstinence program based on the Minnesota model, and a family support service. The implementation of a rapid one-to-one harm reduction program in the NPT area has significantly increased our capacity to handle a greater number of referrals. During 2023-2024, treatment services across Swansea Bay directly supported over 1,400 individuals, with more than 1,300 new referrals.

Mental Health Services

Adferiad's community mental health services continue to expand despite wider funding concerns. In 2023/24, we successfully tendered to retain our existing services with Hywel Dda UHB in Carmarthenshire, Pembrokeshire, and Ceredigion under a new 3+1 year contract. Additionally, we secured 3 out of 5 lots within Carmarthenshire County Council's Mental Health Preventative funding, totaling £137k per annum for 4+2 year contracts. This success underscores our commitment to providing essential mental health support across these regions.

Caniad CVUHB continues to collaborate with the Cardiff and Vale University Health Board, the Mental Health Clinical Board (MHCB), and Mental Health Services to amplify the voices of those with lived experience. This year, Caniad CVUHB received 50 engagement requests from MHCB services, enabling 96 members to provide valuable insights and support positive changes in mental health services. Caniad CVUHB is now a key part of the Cardiff & Vale University Health Board's Lived Experience Panel, ensuring that opportunities for sharing lived experiences are meaningful and beneficial.

During 2023/24, Adferiad supported 1,375 active clients and received over 400 referrals into our mental health and wellbeing services across Wales.

Families & Carers Services

Adferiad operates 23 families and carer services across Wales and supported 2,243 carers during 2023/24. Our services for carers include Carers Respite Services, Carers Assessment services, Information, Advice, and Guidance, Carers Newsletters, Training, a hospital-based service including Carers Café in Gwent, and Carers Card Schemes. Additionally, we established an internal Carers Forum, which meets in person twice a year to share best practices and ideas for developing our carer services.

Last year, we were awarded Amser funds to deliver respite grants to carers across all the local authorities where we provide services. This funding has significantly bolstered the resilience of the unpaid carers we support. To date, we have processed 310 applications for respite breaks, including spa breaks, meals out, National Trust memberships, and group activities.

Problem Gambling

Adferiad is working with academic partners to deliver the 'Look Back to Move Forward' project, which will develop a new timeline assessment of gambling, alcohol use, and mental health in recently transitioned veterans. It will lead to systems-wide change in help and support services for veterans with complex addiction needs.

It is a collaboration with Anglia Ruskin University, Swansea University and funded through a Transformational Grant award of £300,000 from the Armed Forces Covenant Fund Trust.

Our Strategic Lead of Gambling Related and Other Harms provides the Secretariat for the Cross Party Group on Gambling at the Senedd, and has spoken at a number of conferences in the UK and Europe in 2023/24 further cementing Adferiad's place as a leading provider of services. We continue to deliver the National Gambling Treatment Service which has been extended based on project outcomes.

Criminal Justice Services

Adferiad continues to work in this challenging space through local services such as Ty'n Rodyn and Ty Adferiad, both of which are highly successful. The Circles of Support and Accountability (COSA) project works with some of our more complex clients across Wales and is achieving great outcomes, it has also enabled us to build a strong network of partners including the Ministry of Justice (MOJ), Police, and HMPPS.

Our Dyfodol service, operating in the statutory prisons in South Wales, supported 9,437 individuals during 2023/24, delivering 20,696 one-on-one support sessions and 258 group sessions, which had 2,063 participants across all establishments. The groups included SMART Recovery, Brief Interventions, Acupuncture, Motivate to Achieve, and 5km Walking Groups. These initiatives underscore our commitment to effectively supporting individuals within the criminal justice system and addressing their complex needs.

Adferiad's Appropriate Adult Service continued delivery to South Wales, Dyfed Powys and Gwent Police Force areas. During 2023/2024 we have delivered a service to a total of 3,334 vulnerable adults during police detention and questioning, provided training to 60 individuals across Wales. During this period 10 external talks have also been delivered to associated police forces as Custody Sergeant training refresher as well as the Police Crime Commissioner's Office.

Subsidiary Undertakings

Activities and achievements are summarised as follows:

CAIS Social Enterprises

2023/24 continued to prove financially challenging for CAIS Social Enterprises, as income levels in the cafes struggled to recover to the levels achieved pre-pandemic and the cost-of-living crisis took hold, affecting staff costs as well as significantly increasing food and delivery costs within the businesses.

As footfall levels in Colwyn Bay town remained low, the difficult decision to close Porters in Station Road was taken, however the vision remained, for Station Court, the home of Porters since 2014 to continue being used to directly benefit the local community, through supportive initiatives.

As such, a new partnership with St Giles Trust led to a social supermarket opening in June 2023, in the space previously occupied by Porter's. Y Pantri is a food hub with a difference, offering an emergency safety net and sustainable route out of poverty. For a small weekly subscription, customers struggling with the increased cost of living can access affordable, fresh and nutritious food while receiving specialist, confidential support and advice to address the challenges affecting them and their families.

After lengthy delays, Porter's at Llandudno Junction Railway Station opened to the public in November 2023.

Plans are in place to re-launch our training and employability programme in June 2024. CREW-IT provides participants with the opportunity to receive hands on experience within the cafes, alongside accredited training, workshops and activities, to equip them with the skills to secure employment within the catering and hospitality industry.

The Board of CAIS Social Enterprises is grateful to Adferiad for the continuing support for the company but acknowledges the need to respond to the ongoing financial challenges facing the businesses. As such, work continues to explore and develop new and different income streams – which will be introduced in 2024.

Internal and External Factors

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.

Our training team provided a wide range of learning opportunities both face-to-face and online. 4,227 training places were provided in 2023/24 with 3,823 taken up – over 90% engagement with available places. There were 206 different courses provided and a total of 7,270.5 hours of training delivered.

During 2023/2024 Adferiad Recovery employed approximately 683 full and part-time staff across Wales and in Lancashire and had staff located in all 22 counties of Wales. Consistent policies and procedures on pay and conditions apply to all staff. During the year the Charity communicated and consulted regularly with its employees through monthly webinars; regular staff meetings; staff newsletters and mailings; and a range of meetings which cascade information both up and down the organisational structure. Much of this information is shared externally with project partners and stakeholders through similar methods.

Adferiad Recovery's Trustees see their employees as key stakeholders in the Charity and consult staff both formally and informally on the policies and direction of the Charity. The Charity has a recognised trade union (UNISON) to represent staff and staff have free, non-voting, associate membership of the Charity. Adferiad achieved membership of the Living Wage Foundation in 2023/24.

Adferiad Recovery has worked hard to ensure that all employees are paid the Living Wage Foundation pay rate and will continue to work with funders to ensure that contract arrangements reflect the value of Adferiad Recovery staff. Austerity and inflationary pressures combined with minimal or zero uplifts on contract values makes it increasingly difficult to maintain this position, but Adferiad Recovery continues to work with UNISON, and to lobby Welsh Government to ensure that no public services contracts are issued at less than Living Wage Foundation rates. We continue to seek ways to support our team through Cadw'n Iach (Keeping Well) – a programme providing staff benefits, counselling support, wellbeing benefits, and a helping hand where needed. Adferiad Recovery is seeking to become the employer of choice.

The founding Charities developed a model where managers and future managers met for shared learning and peer support. This programme also informed and supported the transition in the merger. Within this programme a number of managers undertook ILM Leadership and Management awards, and it is pleasing to note that of the current team of Directors and Associate Directors, almost two thirds of the team have developed through this approach. We support a number of staff undertaking post graduate learning including MBA programmes, and in August 2023 we instituted our new future leaders programme, aimed at developing career pathways so that we retain and build on the talent within. This future leaders programme was open to all grades of staff across Adferiad, and over 80 staff signed up for the introductory conference at Bangor University. This conference provided an opportunity to consider the leadership role, the nature of ILM programmes, and to hear from insightful and inspirational speakers about organisational and personal improvement. After this conference, applications were sought from staff who wished to undertake ILM courses in leadership and management, and in partnership with Gower College, over 50 staff will undertake these qualifications in 2024/25.

A process of dynamic and informative internal communication underpins the company ethos, which is delivered through a range of media such as the quarterly newsletter, staff away days, intranet updates and our new Sharepoint system provides a single point of access for staff.

Staff awards are made to those individuals and teams who are nominated by their peers as providing outstanding support to beneficiaries or colleagues. Adferiad Recovery staff are also recognised with awards for long service with significant numbers of staff exceeding fifteen years working for the organisation, and some approaching thirty years.

External factors influencing performance and achievement are largely influenced by public sector commissioners such as the Welsh Government, Local Authorities and the Heath Boards. Through its diverse range of services, Adferiad Recovery has been able to maintain its core position during the year whilst increasing other areas in delivering programmes to the highest standards.

Becoming a Rights Affirming Organisation

Adferiad Recovery is an organisation that 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 September 2021 Trustees committed Adferiad Recovery to becoming a Rights Affirming Organisation. Originally a three year plan, this has become more of an integral part of our mission and something that we will always be striving to improve, and on that basis is part of our continual improvement processes. This seeks to develop an organisation wide values and behaviour base, educate and support staff and volunteers, and engage with other organisations in this arena to ensure that Adferiad Recovery is seen as an organisation for everyone, and that we advocate, speak out, and challenge discrimination or disadvantage of any type in all that we do. We are 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 December 2021 Adferiad Recovery published our Anti-Racism Statement and we were delighted in 2023/24 to achieve a Gold award and a Ruby award from the Diverse Cymru Cultural Competence Certification Scheme. Adferiad has also started the certification at one of our Cardiff sites.

The Rights Affirming Steering Groups produced a report for Trustees and will be feeding back progress to the whole staff team at the Annual General Meeting. Significant progress was made in 2023/24 and we will continue to prioritise this work.

At the end of the financial year 2023/24 Adferiad was approached by Diverse Cymru to consider a merger. This merger was approved with it becoming effective from 1st April 2024 so further details will be provided in the 2024/25 report. This merger however will enhance our position as a Rights Affirming Organisation.

Financial review

The 2023/24 financial statements represent the third set of annual accounts for Adferiad, the organisation created through the 2021 merger between four Welsh charities; CAIS, Hafal, WCADA and Adferiad Recovery CIO.
During the financial period there was an increase in Total Funds of £977,958; a significant increase, largely due to several exceptional transactions during the year:

- Sale of Gellinudd Mental Health Hospital - with proceeds of £1,215,000 and a gain on disposal recognised in the accounts of £275,413
- The release of a £200,000 attributed to the sale of CAIS Head Office - Trinity Square, which had been set up aside to develop the *Tai Unos* Programme.
- Substantial decreases in a number of expenditure categories which more than offset the decrease in income in the year

Investment policy and objectives

In accordance with Adferiad Financial Regulations, the charitable company has an investment policy of investing liquid funds in short-term deposits, which can be accessed readily. The charity's finance department monitors the return on investment, ensuring income is maximised whilst remaining at low risk.

Reserves policy

Adferiad held unrestricted reserves of £8,469,645 (pre-pension) on 31 March 2024, which is invested in both tangible fixed assets and current assets.

Adferiad Trustees recognise that the calculation of *Free Reserves* excludes Fixed Assets as they are not readily available to contribute to working capital requirements. Of the unrestricted reserves above, £5,712,464 is tied up in fixed assets, leaving £2,757,181 in 'free reserves'.

Based on the annual cost of funding the organisation's staff and accommodation, the Trustees consider the value of free reserves noted above is adequate to cover Adferiad's committed expenditure for just over one month. This is acknowledged as falling below the target level of three months, as set out in the Financial Regulations, however Adferiad delivers on a wide range of services, diverse not only in their nature, but also in the funding streams. There is no reliance on any single commissioner, but instead Adferiad accesses a portfolio of both statutory and non-statutory funding, as well as Trusts, private income, and donations.

Adferiad Trustees feel there is adequate reserves to provide financial flexibility in meeting any forthcoming challenges around temporary delays in cash receipts, working capital fluctuations and responding to emergencies, but seek to improve the level of 'Free Reserves' in 2024/25.

Principal risks and uncertainties

Adferiad Recovery's Trustees have agreed an updated General Statement of Policy under the Health & Safety at Work Act 1974. Adferiad Recovery has also assessed risk in relation to business and financial management and incorporated safeguards in the Financial Regulations and Delegated Authorities and Financial Standing Orders which were reviewed and updated in 2023/24/22 by the Trustees. During the year Trustees reviewed Adferiad Recovery's corporate risk assessment which addressed the major risks to which the Charity could be exposed, and a Corporate Risk Register was reviewed by Trustees on a quarterly basis. This Risk Register identifies and addresses the following:

- Probability of the risk
- Performance impact
- Mitigating actions
- Contingency plans
- Stakeholders affected
- Associated internal / external risks
- Risk owner

Adferiad Recovery's Health & Safety Committee convened as necessary during the year to monitor and review the safety of activities. Adferiad has begun to implement further robust working practices including its digital approach in line with ISO45001 with a view to achieve the accreditation in 2024, this has meant that there has been a reduced need to engage with Health and Safety specialist Amanda Trimble in 2023/24. Key organisational updates in the year included DSE review and update, lone working review and training, Risk Assessment training and a review of First Aid Procedures.

Recruitment and appointment of new trustees.

Service resourcing is assessed, and careful financial planning occurs at regular meetings between senior managers and the finance team. Each new project is assessed on its own merits and funding is procured before any new services commence.

Investment policy and objectives

In accordance with the Adferiad Recovery Financial Regulations, the charitable company has an investment policy of investing liquid funds on short-term deposits, which can be accessed readily. The charity's finance department monitors the return on investment, ensuring income is maximised whilst remaining at low risk.

Plans for future periods

Health and social care services continue to struggle post pandemic with many not yet returning to pre pandemic methods of operation. While Adferiad maintained services on a face-to-face basis even during the pandemic, many other services have become less productive and continue to highlight the pandemic as a reason for poor productivity and performance. This remains highly unsatisfactory for our beneficiaries, and Adferiad will need to support their voice in challenging such working practices.

We know that there will be an election in 2024/25 at UK level, and employment of people with health conditions who are currently economically inactive will be a key priority for whoever leads the country. Adferiad will continue to demonstrate the effectiveness of peer led programmes and encourage those who have experienced them to assist us in coproducing the best models for this work.

We will also use 2024/25 to provide practical learning and development opportunities to the ILM cohorts through developing organisational change programmes which will review, update, and embed organisational systems and processes appropriate for an organisation of scale. By providing these as ILM linked projects, the future leaders will have increased ownership of the changes implemented, and as these cohorts are made up of staff from across grades and services, our systems will be built from ground up. This will be supported by new leadership in our People and Culture Directorate and through our partnership with Gower College.

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 respond in the following ways:

Seek joint working relationships with providers based elsewhere in the UK to develop shared approaches, increase awareness of Adferiad Recovery, and to share best practice. We will also continue to invest in our partnerships with Mental Health UK, the Wales Alliance for Mental Health (WAMH), Gamian, EUFAMI, DACW, and other alliances to ensure the voice of our beneficiaries is heard.

Through collaboration with leading researchers and institutions including several Universities throughout the UK, Adferiad has established several key research projects in 2023/24, including working with Swansea University and Nottingham Trent University in the 'public (dis)-trust? of AI in Mental Health' where the paper was published, with a view to presenting the paper at the SLSA conference next year. Another key research project has been working with the GW4 Alliance and BiPolar UK as part of the £4.3 million pound grant from UKRI and MRC to accelerate impactful research into, and treatments for, severe mental conditions.

Adferiad is dedicated to not only improving individual outcomes but also contributing to the broader knowledge base of mental health, substance use, gambling-related harms and co-occurring complex needs. This steadfast commitment to research and evidence-based practice underscores our mission to provide the most reliable and impactful support to those we serve.

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 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. Our impending merger with Diverse Cymru will allow us to further develop our Rights Affirming Organisation approach, and we will ensure that the work on inclusivity pioneered by Diverse continues and expands.

While we believed that post pandemic there would be a renewed focus on delivery of services for the most vulnerable, the cost-of-living crisis has had a major impact on the sector. Adferiad Recovery has previously demonstrated our ability to flourish in adversity and we are confident that we will assist our beneficiaries through these challenging times.

Structure, governance and management

Adferiad Recovery is a charity having been formed in 1976 when it was called Clwyd and Gwynedd Council on Alcoholism, later becoming CAIS. It became a charitable company incorporated on 28 September 1992 and registered with the Charity Commissioners of England and Wales (number 1039386). It is also a company limited by guarantee (number 02751104) and is governed by its Memorandum and Articles of Association amended on 1 April 2021.

Adferiad Recovery took on its current structure, name, and mission on 1st April 2021 following a merger between three corporate charities, CAIS, Hafal, WCADA, and Adferiad Recovery CIC (a special purpose vehicle jointly owned by the three corporate charities).

Adferiad Recovery's Mission Statement is as follows:

"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."

Adferiad Recovery operates as a single company with up to twenty Trustees serving as Directors. The Trustees of Adferiad Recovery constitute its Board of Directors, are the subscribers to the Memorandum, and serve for terms of up to three years following either appointment by the Board, election through a ballot of associate Members, or co-option. Adferiad Recovery is managed by its Trustees who meet four times a year for that purpose. A Finance and Performance sub-committee and a People and Compliance sub-committee with ratified terms of reference and delegated authorities meet quarterly. Trustees are collectively responsible for reviewing and agreeing senior staff benefits and achieve this by means of reference to recommendations received from the Finance and Performance sub-committee.

Training for Trustees is provided both internally by Adferiad Recovery and externally through accessing information from Blake Morgan LLP, the Charity Commission, Companies House and other relevant organisations. Trustees receive an Induction Pack which includes Adferiad Recovery's Articles of Association, Adferiad Recovery's latest statutory accounts, minutes of most recent meetings, relevant policies and procedures, and Charity Commission publications relating to Trustees' roles and responsibilities. Trustees meet with the senior management team when they commence their term of office, and during the year Trustees visit local services, shadow staff and attend local events to gain first-hand knowledge of service delivery. Information from training events is circulated and discussed by all Trustees.

A formal system of delegation of authority is in place enabling the day-to-day running of the Charity by executive officers with reference as required to the Chair, Vice Chairs and Honorary Treasurer. In 2023/2024 the Charity's leadership structure was modified to restructure to meet the needs of the organisation going forward. Details of the team have been included earlier in this report.

In addition to the Head Office in Colwyn Bay, Adferiad Recovery has offices in Swansea, bases in all counties of Wales along with a National Resource Centre in Cardiff and a residential treatment centre in Lancashire. Adferiad Recovery works closely with the Wales Alliance for Mental Health in Wales and with Rethink Mental Illness (England), Mindwise (Northern Ireland) and Change Mental Health (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's Chief Executive is a Trustee of DACW. The registered office of DACW is at Adferiad Recovery's registered address in Colwyn Bay.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr Clive Edmund Wolfendale (Chair)	
Ms Suzanne Duval (Vice Chair)	(Resigned 31 March 2024)
Mr Howard Jones (Vice Chair)	
Mr Simon Paul Green (Honorary Treasurer)	
Dr Dyfrig Morgan Ap Dafydd	
Dr Andrea Lynne Davies	
The Right Rev. John David Edward Davies	
Mrs Vicki Evans	
Prof. John Hunt	(Appointed 19 June 2024)
Mrs Samina Khan	
Rev Susan Northcott	
Prof. Richard Owen	
Mrs Karen Jayne Ozzati	
Mr Dean Pulling	
Mr Robert Cledwyn Williams	
Ms Maggie Dix	(Resigned 19 June 2024)
Mr N D De Figueiredo	(Appointed 19 June 2024)
Mr Dafydd Rhys James	(Resigned 20 September 2023)
Councillor Mary King Paschall Sherwood	(Resigned 19 June 2024)

Mr K R Simmonds (Resigned 21 November 2023)

Induction and training of new trustees

Trustees are invited to receive the same level of induction and training as an employee, which allows them to carry out their duties with the benefit of understanding. In execution of their duties every Trustee is entitled to be indemnified against relevant costs incurred.

Executive Officers in 2023/2024 were:

- Chief Executive: Alun Thomas
- Deputy Chief Executive: Sharon Jones
- Company Secretary: Marian Williams
- Director of Finance: Sandra Ackers
- Director of Operations South: Lianne Martynski
- Director of Operations North: Naomii Oakley
- Director of Hospital and Residential Services: Leon Marsh (to 31st May 2023)
- Director of Hospital, Residential, and Therapeutic Services: Kim Ellis (from 1st February 2024)
- Director of Clinical and Therapeutic Governance: Euan Hails
- Director of Impact and Insights: Donna Chaves

Key management remuneration
Directors are appointed as part of a recruitment process led and implemented by the board; their salaries are benchmarked by industry levels.

Related parties
Adferiad Recovery has a controlling interest in the following subsidiaries:

CAIS Social Enterprises Limited
Wholly owned. Operating as a trading company

The Jigsaw Organisation Limited
Wholly owned. Whilst the legal entity is dormant, Jigsaw operates as part of Adferiad Recovery within restricted reserves.

Ein Cyfle CIO
Charitable Incorporated Organisation. Specifically set up as a special purpose vehicle jointly owned by the three corporate charities (CAIS, Hafal and WCADA) ahead of the merger on 1st April 2021. The charity ceased activities on the 1st April 2021, but remains registered.

Auditor
In accordance with the company's articles, a resolution proposing that Champion Accountants LLP be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

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Mr Clive Edmund Wolfendale (Chair)
Trustee

Date: 18/9/24

ADFERIAD RECOVERY LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors of Adferiad Recovery Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ADFERIAD RECOVERY LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ADFERIAD RECOVERY LIMITED

Opinion

We have audited the financial statements of Adferiad Recovery Limited (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process

- We enquired of management the systems and controls the company has in place, the areas of the financial statements that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. Management did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the company. We determined that the following were most relevant: FRS 102, Companies Act 2006, and compliance with health and safety laws.
- We considered the incentives and opportunities that exist in the company, including the extent of management bias, which present a potential for irregularities and fraud to be perpetrated, and tailored our risk assessment accordingly.
- Using our knowledge of the company, together with the discussions held with management at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries in overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, in particular in relation to depreciation methods.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Documenting and verifying all significant related party balances and transactions.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing Standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Susan Harris.

Susan Harris MA ACA (Senior Statutory Auditor)
for and on behalf of Champion Accountants LLP

16 September 2024

Chartered Accountants
Statutory Auditor

2nd Floor Refuge House
33-37 Watergate Row
Chester
CH1 2LE

ADFERIAD RECOVERY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds as restated 2023 £	Restricted funds as restated 2023 £	Total as restated 2023 £
Income from:							
Donations and legacies	3	92,308	-	92,308	120,485	-	120,485
Charitable activities							-
Community Services	4	14,300,723	75,792	14,376,515	15,358,485	43,480	15,401,965
Residential Services	4	9,349,581	751,358	10,100,939	8,909,371	914,734	9,824,105
Investment income	5	159,292	-	159,292	52,785	-	52,785
Total income		23,901,904	827,150	24,729,054	24,441,126	958,214	25,399,340
Expenditure on:							
Charitable activities							
Community Services	6	13,951,423	95,220	14,046,643	13,890,614	60,842	13,951,456
Residential Services	6	9,035,417	668,036	9,703,453	10,188,481	815,503	11,003,984
Total charitable expenditure		22,986,840	763,256	23,750,096	24,079,095	876,345	24,955,440
Total expenditure		22,986,840	763,256	23,750,096	24,079,095	876,345	24,955,440
Net income		915,064	63,894	978,958	362,031	81,869	443,900
Transfers between funds		(5,965)	5,965	-	(5,964)	(3,802)	(9,766)
Other recognised gains and losses:							
Actuarial losses on defined benefit pension schemes		(1,000)	-	(1,000)	(44,000)	-	(44,000)
Net movement in funds	8	908,099	69,859	977,958	312,067	78,067	390,134
Reconciliation of funds:							
Fund balances at 1 April 2023		7,582,546	1,717,534	9,300,080	7,270,479	1,639,467	8,909,946
Fund balances at 31 March 2024		8,490,645	1,787,393	10,278,038	7,582,546	1,717,534	9,300,080

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

ADFERIAD RECOVERY LIMITED

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 as restated £	2023 as restated £
Fixed assets					
Tangible assets	12		7,374,592		8,307,531
Investments	13		2		2
			7,374,594		8,307,533
Current assets					
Debtors	14	4,112,855		4,236,210	
Cash at bank and in hand		6,832,505		4,774,722	
		10,945,360		9,010,932	
Creditors: amounts falling due within one year	16	(6,811,587)		(5,874,025)	
Net current assets			4,133,773		3,136,907
Total assets less current liabilities			11,508,367		11,444,440
Creditors: amounts falling due after more than one year	17		(457,292)		(1,196,360)
Provisions for liabilities	18		(794,037)		(948,000)
Net assets excluding pension surplus/(deficit)			10,257,038		9,300,080
Defined benefit pension surplus/(deficit)	19		21,000		-
Net assets			10,278,038		9,300,080
The funds of the charity					
Restricted income funds	20		1,787,393		1,717,534
Unrestricted funds			8,469,645		7,582,546
Pension reserve			21,000		-
			10,278,038		9,300,080

The notes on pages 25 to 43 form part of these financial statements.

The financial statements were approved by the trustees on 18/9/24

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Mr Clive Edmund Wolfendale (Chair)
Trustee

Company registration number 02751104 (England and Wales)

ADFERIAD RECOVERY LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	26		1,625,573		(1,151,626)
Investing activities					
Purchase of tangible fixed assets		(572,593)		(673,346)	
Proceeds from disposal of tangible fixed assets		1,456,579		131,800	
Investment income received		129,292		51,785	
Net cash generated from/(used in) investing activities			1,013,278		(489,761)
Financing activities					
Repayment of borrowings		(581,068)		1,196,360	
Net cash (used in)/generated from financing activities			(581,068)		1,196,360
Net increase/(decrease) in cash and cash equivalents			2,057,783		(445,027)
Cash and cash equivalents at beginning of year			4,774,722		5,219,749
Cash and cash equivalents at end of year			6,832,505		4,774,722

1 Accounting policies

Charity Information
Adferiad Recovery Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 36 Princes Drive, Colwyn Bay, Conwy, LL29 8LA.

1.1 Accounting convention
The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The principal accounting policies adopted are set out below.

1.2 Going concern
The charitable company's future is largely dependent on funding from the public sector, such as local authorities and government agencies. At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds
Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Further explanation of the nature and propose of each fund is included in the notes to the accounts.

1.4 Income
Income from service level agreements, grants, fees and rents; including capital grants, is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably except for:

When it is specified that income from service level agreements and grants received by the charitable company are to be used in future periods, then the income is deferred until that period.

When conditions are imposed which have to be fulfilled before the charitable company becomes entitled to use such income the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When specified income, including capital grants, is for a particular restricted purpose, which does not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Voluntary income is recognised as it is received unless it has a specific future purpose.

1 Accounting policies **(Continued)**

Investment income is included when receivable by the charitable company.

The trustees have considered the most appropriate policy for investing funds and have invested in risk free reserve accounts and other investments designed for the charity sector.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	50 years - Straight line method
Plant and equipment	3 years - Straight line method
Motor vehicles	4 years - Straight line method

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 Accounting policies **(Continued)**

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1 Accounting policies **(Continued)**

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/ (expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	92,308	120,485

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Community Services						
Grants & Contracts	13,949,769	75,792	14,025,561	14,804,445	43,480	14,847,925
Other Income	350,954	-	350,954	554,040	-	554,040
Residential Services						
Residents Income	1,420,595	-	1,420,595	1,267,000	-	1,267,000
Grants & Contracts	7,872,751	751,358	8,624,109	7,422,803	914,734	8,337,537
Other Income	56,235	-	56,235	219,568	-	219,568
	23,650,304	827,150	24,477,454	24,267,856	958,214	25,226,070

Performance related grants analysis

	Community Services 2024 £	Residential Services 2024 £	Total 2024 £	Community Services 2023 £	Residential Services 2023 £	Total 2023 £
Welsh Government	3,339,995	-	3,339,995	376,294	-	376,294
Probationary/Prison Services	878,483	-	878,483	958,126	-	958,126
Local/Unitary Authorities	5,707,890	6,449,176	12,157,066	5,815,837	4,309,085	10,124,922
Health Service	2,315,039	1,248,461	3,563,500	2,467,277	1,956,405	4,423,682
WEFO	-	-	-	2,838,396	-	2,838,396
Other	1,784,154	805,472	2,589,626	2,391,995	1,954,047	4,346,042
	14,025,561	8,503,109	22,528,670	14,847,925	8,219,537	23,067,462

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Bank interest	129,292	51,785
Net interest on defined benefit pension scheme	30,000	1,000
	159,292	52,785

6 Expenditure on charitable activities

	Community Services 2024 £	Residential Services 2024 £	Total 2024 £	Community Services 2023 £	Residential Services 2023 £	Total 2023 £
Direct costs						
Staff costs	8,037,839	4,836,754	12,874,593	7,774,290	4,524,739	12,299,029
Depreciation and impairment	52,370	163,390	215,760	42,764	137,126	179,890
Telephone & mobiles	139,343	52,523	191,866	127,091	45,945	173,036
Recruitment advertising	36,149	17,685	53,834	45,041	24,990	70,031
Accommodation and property	661,986	1,438,257	2,100,243	706,274	2,239,906	2,946,180
Client costs and treatment	173,245	308,341	481,586	134,836	297,896	432,732
Subcontract services	1,855,092	356,852	2,211,944	1,460,359	483,536	1,943,895
Other direct costs	38,029	28,080	66,109	48,452	33,149	81,601
Staff training	67,255	6,709	73,964	65,356	10,354	75,710
Travel & subsistence	478,138	294,787	772,925	461,592	245,325	706,917
Staff clothing	1,862	3,931	5,793	1,314	8,253	9,567
Temporary agency staff	102	675,681	675,783	20,821	1,137,406	1,158,227
	11,541,410	8,182,990	19,724,400	10,888,190	9,188,625	20,076,815
Share of support and governance costs (see note 7)						
Support	2,220,483	1,349,115	3,569,598	2,718,559	1,614,735	4,333,294
Governance	284,750	171,348	456,098	344,707	200,624	545,331
	14,046,643	9,703,453	23,750,096	13,951,456	11,003,984	24,955,440
Analysis by fund						
Unrestricted funds	13,951,423	9,035,417	22,986,840	13,890,614	10,188,481	24,079,095
Restricted funds	95,220	668,036	763,256	60,842	815,503	876,345
	14,046,643	9,703,453	23,750,096	13,951,456	11,003,984	24,955,440

7 Support costs allocated to activities

	Community Services 2024 £	Residential Services 2024 £	Total 2024 £	Total 2023 £
Staff costs	1,106,068	665,574	1,771,642	2,237,884
Depreciation and profit on disposal of assets	(104,141)	(62,666)	(166,807)	43,398
Telephone & mobiles	109,246	65,738	174,984	163,245
Advertising	81,071	48,785	129,856	76,113
Legal and professional	218,411	123,639	342,050	301,469
Accomodation & property	668,075	402,012	1,070,087	1,255,377
Employee benefits	11,454	6,893	18,347	17,602
Staff training	24,870	14,965	39,835	20,693
Travel & subsistence	46,851	28,192	75,043	104,892
Recruitment advertising	2,384	1,435	3,819	33,651
Donation	-	-	-	70,000
Other support costs	69,138	41,604	110,742	8,970
Governance	284,750	171,348	456,098	545,331
	2,518,177	1,507,519	4,025,696	4,878,625

Governance costs comprise:	2024 £	2023 £
Staff costs	435,098	524,411
Auditors' remuneration	21,000	20,920
	456,098	545,331

8 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	331,534	275,660
Profit on disposal of tangible fixed assets	(282,581)	(52,372)

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Support staff	642	646
Governance (including Chief Officers)	6	6
Total	648	652

Employment costs	2024 £	2023 £
Wages and salaries	13,576,606	13,499,071
Social security costs	1,093,715	1,143,984
Other pension costs	411,012	418,269
	15,081,333	15,061,324

Redundancy and termination payments totalling £11,740 (2023: £54,893) were made in the reporting period.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 - £70,000	3	3
£70,001 - £80,000	1	1
£90,001 - £100,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	459,721	469,128

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 April 2023	8,138,693	567,936	531,757	9,238,386
Additions	341,000	57,400	174,193	572,593
Disposals	(1,216,000)	(33,840)	(20,515)	(1,270,355)
At 31 March 2024	7,263,693	591,496	685,435	8,540,624
Depreciation and impairment				
At 1 April 2023	523,614	166,420	240,821	930,855
Depreciation charged in the year	151,149	56,132	124,253	331,534
Eliminated in respect of disposals	(62,558)	(11,617)	(22,182)	(96,357)
At 31 March 2024	612,205	210,935	342,892	1,166,032
Carrying amount				
At 31 March 2024	6,651,488	380,561	342,543	7,374,592
At 31 March 2023	7,615,079	401,516	290,936	8,307,531

13 Fixed asset investments

	Other investments
	£
Cost or valuation	
At 1 April 2023 & 31 March 2024	2
Carrying amount	
At 31 March 2024	2
At 31 March 2023	2

Other investments comprise:	Notes	2024	2023
		£	£
Investments in subsidiaries	25	2	2

14 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	3,280,568	3,350,138
Amounts owed by fellow group undertakings	70,018	70,018
Other debtors	27,658	9,918
Prepayments and accrued income	734,611	806,136
	4,112,855	4,236,210

15 Loans and overdrafts

	2024	2023
	£	£
Other loans	615,292	1,196,360
Payable within one year	158,000	-
Payable after one year	457,292	1,196,360

The long-term loans are secured by fixed charges on property owned by the charity.

16 Creditors: amounts falling due within one year

	2024	2023
	£	£
Borrowings	158,000	-
Other taxation and social security	263,669	271,267
Trade creditors	588,946	789,300
Other creditors	97,220	170,046
Accruals and deferred income	5,703,752	4,643,412
	6,811,587	5,874,025

17 Creditors: amounts falling due after more than one year

	2024	2023 as restated
	£	£
Borrowings	457,292	1,196,360

18 Provisions for liabilities

	2024	2023
	£	£
	794,037	948,000

(Continued)

18 Provisions for liabilities	2024	2023
Movements on provisions:		
		£
At 1 April 2023		948,000
Additional provisions in the year		246,037
Reversal of provision		(400,000)
At 31 March 2024		794,037

The charity has both legal and constructive obligations existing at the year end to provide a safe environment for its clients living in supported accommodation and residential units and for its clients receiving on site support. These obligations are contained within service contracts and under the terms of tenant repairing leases. As such, the charity makes provisions for the estimated cost of ensuring that these obligations are met. Where other obligations are contained within funding agreements which the charity has no realistic alternative but to fulfil, provisions are made for the estimated associated cost.

19 Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	403,012	409,269

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Defined benefit schemes

The charity operates a funded defined benefit scheme providing benefits based on final remuneration and membership period. The assets of the scheme are held separately from those of the charity. CAIS staff are members of the Gwynedd Pension Fund. Contributions are charged to the SOFA so as to spread the cost of pensions over the employees' working lives whilst with the fund.

Hymans Robertson who are a qualified independent actuary have carried out the annual interim valuation as at 31 March 2024.

Key assumptions

	2024 %	2023 %
Discount rate	4.80%	4.75%
Expected rate of increase of pensions in payment	2.80%	3.00%
Expected rate of salary increases	3.30%	3.50%

19 Retirement benefit schemes **(Continued)**

Mortality assumptions

The assumed life expectations on retirement at age 65 are:

	2024 Years	2023 Years
Retiring today		
- Males	22.4	22.6
- Females	24.7	24.9
Retiring in 20 years		
- Males	21.3	21.4
- Females	26.1	26.3

Amounts recognised in the profit and loss account Costs/(income):	2024 £	2023 £
Current service cost	14,000	30,000
Net interest on defined benefit liability/(asset)	(30,000)	(1,000)
Total costs/(income)	(16,000)	29,000

Amounts recognised in other comprehensive income Costs/(income):	2024 £	2023 £
Actual return on scheme assets	(431,000)	106,000
Less: calculated interest element	182,000	109,000
Return on scheme assets excluding interest income	(249,000)	215,000
Actuarial changes related to obligations	(36,000)	(824,000)
Other gains and losses	286,000	653,000
Total costs	1,000	44,000

The amounts included in the balance sheet arising from the charity's obligations in respect of defined benefit plans are as follows:

Liabilities/(assets):	2024 £	2023 £
Present value of defined benefit obligations	3,257,000	3,238,000
Fair value of plan assets	(4,217,000)	(3,891,000)
Surplus in scheme	(960,000)	(653,000)
Restriction on scheme assets	939,000	653,000
Total (asset)/liability recognised	(21,000)	-

19 Retirement benefit schemes **(Continued)**

Movements in the present value of defined benefit obligations	2024 £
Liabilities at 1 April 2023	3,238,000
Current service cost	14,000
Benefits paid	(114,000)
Contributions from scheme members	3,000
Actuarial gains and losses	(36,000)
Interest cost	152,000
At 31 March 2024	3,257,000

The defined benefit obligations arise from plans which are wholly or partly funded.

Movements in the fair value of plan assets	2024 £
Fair value of assets at 1 April 2023	3,891,000
Interest income	182,000
Return on plan assets (excluding amounts included in net interest)	249,000
Benefits paid	(114,000)
Contributions by the employer	6,000
Contributions by scheme members	3,000
At 31 March 2024	4,217,000

The actual return on plan assets was £431,000 (2023 - £106,000).

Fair value of plan assets	2024 £	2023 £
Private Equity	221,100	245,000
Real Estate	292,000	320,700
Investment Funds and Unit Trusts	3,649,600	3,313,200
Cash and Cash Equivalents	54,300	12,100
	4,217,000	3,891,000

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Capital grants	524,083	121,000	(12,944)	-	632,139
SMAT Funded Dawn Centre	42,977	-	(2,308)	1,154	41,823
Community Funded Dawn Centre	136,823	-	(9,622)	4,811	132,012
CAMRE Bursary Fund/APB	138,726	-	(13,463)	-	125,263
WCADA Capital Grants	874,925	-	(18,769)	-	856,156
Gamble Aware Residential Units	-	706,150	(706,150)	-	-
	1,717,534	827,150	(763,256)	5,965	1,787,393

Previous year:	At 1 April 2022 as restated £	Incoming resources as restated £	Resources expended £	Transfers as restated £	At 31 March 2023 as restated £
Capital grants	415,849	118,000	-	(9,766)	524,083
SMAT Funded Dawn Centre	44,130	-	(2,306)	1,153	42,977
Community Funded Dawn Centre	141,634	-	(9,622)	4,811	136,823
CAMRE Bursary Fund/APB	144,160	-	(5,434)	-	138,726
WCADA Capital Grants	893,694	-	(18,769)	-	874,925
Gamble Aware Residential Units	-	840,214	(840,214)	-	-
	1,639,467	958,214	(876,345)	(3,802)	1,717,534

20 Restricted funds (Continued)

Purposes of the Restricted Fund

Capital Grants

Capital grants are grants received for the purposes of restricted capital expenditure. The fund is being reduced by an annual depreciation charge,

Community Funded Dawn Centre

The Big Lottery's Community Fund, financed the refurbishment of the DAWN Centre, Colwyn Bay during 2001/02. The 10 year evaluation has been completed. The fund is being reduced by an annual depreciation charge on the refurbishment cost.

SMAT Funded Dawn Centre

Conwy SMAT funded an extension to the Dawn Centre and much needed repair work to the basement - which was completed in June 2010. This fund is being reduced by an annual depreciation charge.

Camre Bursary Fund

The North Wales Probation fund was received in March 2003 for the future benefit of Probation clients. From this, a bursary scheme for ex-offender clients was created in 2009. The scheme aims to provide funding for accessing training and education. Since commencement the fund has disbursed approximately £210,000 to clients seeking assistance.

WCADA Capital Grant

Funds received from Welsh Government to WCADA for purchase of charity premises and property lease. Depreciation is charged against this fund on an annual basis.

Gamble Aware Residential Units

Funds were received for the purposes of providing residential rehabilitation for those with gambling related harms.

Certain properties owned by the charity are subject to a lien in favour of the Welsh Ministers should the property be sold.

21 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2024
	£	£	£	£	£	£
General funds	7,582,546	23,901,904	(23,008,840)	(5,965)	-	8,469,645
Pension fund	-	-	22,000	-	(1,000)	21,000
	7,582,546	23,901,904	(22,986,840)	(5,965)	(1,000)	8,490,645

Previous year:	At 1 April 2022 as restated	Incoming resources	Resources expended as restated	Transfers	Gains and losses as restated	At 31 March 2023 as restated
	£	£	£	£	£	£
General funds	7,218,479	24,441,126	(24,071,095)	(5,964)	-	7,582,546
Pension fund	52,000	-	(8,000)	-	(44,000)	-
	7,270,479	24,441,126	(24,079,095)	(5,964)	(44,000)	7,582,546

22 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	5,712,462	1,662,130	7,374,592
Investments	2	-	2
Current assets/(liabilities)	4,008,510	125,263	4,133,773
Long term liabilities	(457,292)	-	(457,292)
Provisions and pensions	(773,037)	-	(773,037)
	8,490,645	1,787,393	10,278,038

	Unrestricted funds as restated 2023 £	Restricted funds as restated 2023 £	Total as restated 2023 £
At 31 March 2023:			
Tangible assets	6,728,723	1,578,808	8,307,531
Investments	2	-	2
Current assets/(liabilities)	2,998,181	138,726	3,136,907
Long term liabilities	(1,196,360)	-	(1,196,360)
Provisions and pensions	(948,000)	-	(948,000)
	7,582,546	1,717,534	9,300,080

23 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	255,089	255,339
Between two and five years	920,917	464,917
	1,176,006	720,256

24 Related party transactions

24 Related party transactions **(Continued)**

Transactions with related parties
During the year the charity entered into the following transactions with related parties:

	Sale of goods		Purchase of goods	
	2024	2023	2024	2023
	£	£	£	£
CAIS Social Enterprises Ltd	225,722	185,700	40,977	41,345
	225,722	185,700	40,977	41,345

The net balance due from CAIS Social Enterprises Ltd at the end of the year was £146,357

A historic balance of £70,017 (2023: 70,017), due from CAIS Social Enterprises Ltd is repayable on demand. However, the balance is not expected to be repaid within 12 months.

25 Subsidiaries

These financial statements are separate charity financial statements for Adferiad Recovery Limited.

Details of the charity's subsidiaries at 31 March 2024 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	% Held Indirect
CAIS Social Enterprises Ltd		Trading subsidiary	Ordinary	100.00	
The Jigsaw Organisation Ltd		Dormant company	Ordinary	100.00	

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/(Loss)	Capital and Reserves
	£	£
CAIS Social Enterprises Ltd	3,771	(76,053)

26 Cash generated from operations

	2024	2023 as restated
	£	£
Surplus for the year	978,958	434,134
Adjustments for:		
Investment income recognised in statement of financial activities	(129,292)	(51,785)
Gain on disposal of tangible fixed assets	(282,581)	(52,372)
Depreciation and impairment of tangible fixed assets	331,534	275,660
Difference between pension charge and cash contributions	(22,000)	8,000
Movements in working capital:		
Decrease/(increase) in debtors	123,355	(569,950)
Increase/(decrease) in creditors	779,562	(1,217,619)
Increase/(decrease) in provisions	(153,963)	22,306
Cash generated from/(absorbed by) operations	1,625,573	(1,151,626)

27 Analysis of changes in net funds

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	4,774,722	2,057,783	6,832,505
Loans falling due within one year	-	(158,000)	(158,000)
Loans falling due after more than one year	(1,196,360)	739,068	(457,292)
	3,578,362	2,638,851	6,217,213

28 Prior period adjustment

Changes to the balance sheet

	At 31 March 2023		
	As previously reported	Adjustment	As restated
	£	£	£
Creditors due after one year			
Deferred income	(524,083)	524,083	-
Provisions for liabilities			
Pension obligations	653,000	(653,000)	-
Net assets	9,428,997	(128,917)	9,300,080

28 Prior period adjustment **(Continued)**

	At 31 March 2023		
	As previously reported	Adjustment	As restated
	£	£	£
Capital funds			
Income funds			
Restricted funds	1,193,451	524,083	1,717,534
Unrestricted funds	8,235,546	(653,000)	7,582,546
Total equity	9,428,997	(128,917)	9,300,080

Deferred capital grants

The charity previously recognised capital grants as deferred income and released the income in line with the annual depreciation charge on the various assets. A prior period adjustments has been put through to reclassify deferred capital grant to income in line with the Charities SORP (FRS 102).

Net pension fund asset

The charity participates in the Gwynedd Pension Fund, which is part of the Local Government Pension Scheme. A valuation of the scheme is prepared by the scheme actuary each year which provides the financial information for inclusion in the charity's financial statements. At the previous year end there was a significant increase in the fair value of the charity's net pension fund asset. Under the Charities SORP (FRS 102) the value of the net pension fund asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme. The economic benefit available as a reduction in future contributions as at 31 March 2024 has been calculated by the scheme actuary as £21,000. In addition, there is currently no policy in place to make refunds from the scheme. As such the fair value of the scheme asset should be written down to the amount recoverable through reduced future contributions only. As at 31 March 2023 this has been estimated as £0 and a prior period adjustment has been put through to write down the fund asset to £0 at that date.

ADFERIAD RECOVERY LIMITED

England & Wales - Charity number 1039386

Accounts



Our Impact

2022-2023

Adferiad

Cefnogi Pobl • Supporting People

www.adferiad.org

Adferiad Recovery is a charitable incorporated organisation registered in England and Wales

Registered Number: 2751104 Charity Number: 1039386

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Our Mission

Adferiad 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.

Adferiad is a member-led charity that provides help and support for people with mental ill health, addiction, and co-occurring and complex needs to maximise their personal potential, and achieve a better quality of life. Our expert staff and volunteers apply a whole person approach to help people in all areas of their lives so they can live with dignity and as independently as possible. We are rights-affirming people within a rights-affirming organisation.

Our support includes a range of local and national services for our clients, carers and families; we operate services in all 22 counties of Wales and in Lancashire.

We also provide a national and local voice for our clients and campaign alongside them to reform policy and law, improve services and combat discrimination.

Our organisation welcomes everyone to become members and amplify the voices of those we aim to support. These members play an integral role by electing our Trustees, who govern and guide us, setting the direction and objectives of our organisation. Some members even expand their roles to become Trustees themselves. The Executive Team, then taking cues from the Trustees, directs the staff to implement and achieve our organisational goals. In essence, this interconnected structure facilitates a member-led organisation, effectively translating the insights of our community into impactful actions for our cause.

Our Aims

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 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.

Our comprehensive and coordinated therapeutic model employs the very best practice from mental health, substance use, criminal justice and a range of health, employment and social care services.

Adferiad's combined team works holistically to address the needs of each client, creating the best conditions for effective treatment and support 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 navigation 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 is to welcome everyone to create inclusive teams. We celebrate difference and encourage everyone who shares our values to join us and be themselves at work.

Our Values



Working Together



Dignity & Respect



Commitment to Quality Care & Support



Learning & Reflection



A word from our Chief Executive

What a great year for Adferiad!

We've continued to deliver high-quality person-centred services across Wales, and in the newly developed Parkland Place in Lancashire, and had significant and meaningful growth in our services. We've taken on new service models and developed new projects such as Llys Glan-yr-Afon which is featured in this report, and we've invested in both our facilities and our digital offerings.

Adferiad's mission is ever more important in these times of financial challenges, and with world events impacting on so many people, it is often those most disenfranchised who are missed. Adferiad, through our campaigning and public affairs this year, has reached massive audiences, raised awareness, and told and retold the positive stories of recovery.

We know that 2023/24 will be a continued challenge with funding pressures meaning that local authorities and the NHS will be under additional strain, but we will continue to stand alongside all our partners to provide the support needed for people to live as independently and as well as they are able.

I want to thank our remarkable team who, as always, make me so proud to see them working with, having fun with, and changing and saving the lives of so many people. Our volunteers too who give their time so freely to provide so much added value to all that we do, and of course our Trustees for their support and guidance.

Alun Thomas
Chief Executive



A word from our Chair of Trustees

I'm delighted to share this report with you which sets out the continuing outstanding performance of our charity in often the most challenging of circumstances. Adferiad has worked with around 9% more people this year than last year, despite battling money and resource reductions from many of the funding bodies.

Our mission is a simple one – we seek to empower positive change in the lives of people facing complex health conditions and challenging social circumstances, people who are seldom seen and seldom heard, through a range of services, campaigns, and support delivered by skilled and experienced staff and volunteers. A key aspect of this is to support people into productive activities, especially employment, training, volunteering, and education. We work with people at all points on that journey, and I firmly believe that feelings of self-worth and positivity can be gained by many people if we provide them with the right opportunities. Of course, not everyone is ready for all of these options, but we know that when people are properly engaged, supported, mentored, and valued, their lives are enhanced, improved, or indeed saved. We are also key partners for those who are further from employment in our treatment, support, and care services, ensuring all those who need our help receive compassionate, caring, and reliable assistance from a well-trained, well supported, and well-cared for workforce. Adferiad operates Cadw'n Iach – Keeping Well: a service to support our staff team with many of the issues that impact on their ability to help others. This remarkable service provides emotional, practical, and financial support to the team on a confidential and highly professional basis and I'm proud to Chair an organisation which respects those who are out there every day delivering such complex roles.

I'm personally delighted to note the continuation of the highly successful Cyfle Cymru Out-of-Work Service, now funded by the Welsh Government. This was in large part a key factor in the development of Adferiad and for so many of our beneficiaries.

This has also been a year where some of our founding Trustees and colleagues have felt it was time to retire from the organisation, and we thank them for all they added to Adferiad. We welcome too new faces both at board level and across our outstanding staff and volunteer team, and it just falls to me to thank everyone who has contributed to such an excellent year for Adferiad.

Clive Wolfendale
Chair of Trustees

Our Strategy

At Adferiad we are guided by the voices, experiences, and aspirations of the incredible individuals who have lived through the challenges we aim to address. Our 2022-2025 strategy isn't just a plan; it's a testament to the wisdom and insight of those who have contributed to and continue to shape our values, ambitions, and mission.

Adferiad is now one of the largest and most influential organisations in our field across England and Wales, and this strategy sets out our ambition to save and improve lives, to support and assist families and carers, to hold public authorities to account, and to be the employer of choice. We have a long and proud history of being led and guided by our beneficiaries, of being recognised as a great place to work, and of being high quality service providers and advocates. Over the next three years we will be pushing ourselves to be the best at what we do, to identify and support those most at need, and to lead and encourage discourse and dialogue on social justice.

Our People Objectives

Attraction - Develop an improved package of terms and conditions aligning the whole team post-merger 2022/23.

2022/23 - We became a Living Wage Foundation Employer!

Development – Staff & Volunteers to complete all annually allocated courses and demonstrate a minimum of 80% satisfaction.

2022/23 - 100% of our staff & volunteers were satisfied with our training.

Support – Annual staff survey to demonstrate minimum of 80% overall satisfaction.

2022/23 - 89% of our staff said they were satisfied in their job role.

Retention – work with recognised unions to provide a healthy and positive workplace.

2022/23 - UNISON attended our key staff events.

Our Service Objectives

Engagement with Stakeholders – annual surveys demonstrate over 80% positive feedback.

2022/23 - 89% of our clients said they were satisfied with the Service they received from Adferiad.

High Quality Services – implement the ISO 9001:2015 standard across all our services.

2022/23 - We were successful in the re-certification of ISO 9001:2015.

Our Campaign Objectives

Campaigning – Hold campaign events in all 22 counties of Wales and in Lancashire.

2022/23 - Our Only Human Campaign reached all 22 Counties in Wales and Lancashire.

Public Awareness – Maintain an active presence at key Welsh events.

2022/23 - We attended both the Royal Welsh show and the National Eisteddfod. We also surveyed our staff team, and of the 227 responses, 12% of people identified as Welsh speakers.

Political Awareness – Respond to government calls for evidence on various areas of expertise.

2022/23 - Contributed to several key consultations, including the Next Mental Health Strategy for Wales, informed by our experts and in-house research.

Our Sustainability Objectives

Sustainability – Carry out Carbon Mapping

2022/23 - Our carbon map was completed, and we aim to be net zero by 2030.



Our Rights-Affirming Work

As a rights-affirming organisation, we aim to protect individuals by promoting equality and diversity, eliminating unlawful discrimination, and defending and promoting peoples' human rights.

We believe we have a moral responsibility to do more than just meet the minimum standards. As an organisation that advocates for important causes and serves a diverse community, we are committed to going above and beyond.

Our rights-affirming work began to take shape in September 2021, when Adferiad's Trustees committed to transforming our organisation into one that actively upholds and champions the rights of all of its beneficiaries. Over the course of the next three years, we will be rolling out a programme with the following objectives:

1. Establish organisation-wide values and behaviour standards.
2. Educate and support our staff and volunteers.
3. Collaborate with other organisations to ensure Adferiad is inclusive to all.
4. Advocate for and challenge discrimination or disadvantage in everything we do.

In September 2022, several senior staff members attended our Rights-Affirming Organisation Conference in Cardiff. The purpose of the conference was to discuss ideas on how Adferiad can become a rights-affirming organisation. Following on from the conference, this year has seen the appointment of a rights-affirming project manager and the establishment of three focus groups, based on the 9 protected characteristics.



As part of our commitment to becoming a rights-affirming organisation within the next three years, we have made significant progress throughout 2022 – 2023 in the following ways:

- We are working towards gaining our Cultural Competency Certification through Diverse Cymru.
- An employee inclusion passport has been developed to help improve Adferiad employees' experience in the workplace by enabling them to share their individual differences, personal circumstances, gender identity, religious practices, and caring responsibilities with their manager.
- We have introduced the option for all staff to work a bank holiday and take the day off at another time. This is in recognition that bank holidays are often related to Christian celebrations and so allow people to use these days of leave as they choose.
- We became members of Inclusive Employers, the UK's leading membership organisation for employers looking to build inclusive workplaces.
- We held a conference in Cardiff to share ideas on how to become a rights-affirming organisation.
- We have held an all staff training event focused on rights-affirming work. Staff took part in training and had the opportunity to discuss various case studies and appropriate ways of working. The day received excellent feedback from all in attendance.
- We have introduced a rights-affirming area on SharePoint where staff can access information. This area will be regularly updated with information including specific celebrations/ awareness days.



Age



Disability



Sex



Marriage and civil partnership



Race



Pregnancy/ Maternity



Sexual Orientation



Religion/ Belief



Gender Reassignment

Adferiad Membership

We take pride in being a member-led charity, placing the voices of our members at the core of all our actions. By becoming a member, you will become part of Adferiad's shared voice encompassing thousands of people in Wales and England who face a range of co-occurring health conditions and complex social circumstances. You will fulfil an integral role by pushing for change, sharing experiences and helping to shape our work.

Being a member of Adferiad means that you can take part and have your voice heard by shaping the future of services locally, Wales-wide and UK-wide. Adferiad is represented on a number of Welsh and UK-wide strategic groups representing the voices of our clients and carers. The Welsh Government and UK Government both listen to Adferiad, but more members mean a louder voice, more authority and more influence where it matters.

There is no cost to become a member, but we always welcome any contribution which goes towards the ambition and mission of the charity.

Membership Benefits

Practical Help

Adferiad 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.

Exclusive Resources

As a member, you will receive exclusive resources including members newsletters, event invitations to our local and national campaign events, and further resources. You will have access to our 'Members Area' through our website.

Mutual Support

Throughout Wales, Adferiad'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.

A Voice

Members have the opportunity to take part in our surveys and focus groups. This means that we will seek your views and experiences to increase awareness of our mission and to raise Adferiad's profile. Members can also elect Trustees and have the chance to become a Trustee under Adferiad's constitution which means that the people who receive our services govern the staff team who deliver these.



Become a Member!

Our Staff

We believe that the happiness and well-being of our employees are integral to the success of Adferiad. As an organisation that values its people, we are committed to ensuring a positive and fulfilling work environment for every member of our team.

As Adferiad continues to grow, it is important that we monitor not only how we are doing from our service users' perspective, but from an internal staff perspective. And with a team of 671 employees and counting, there are clearly a lot of voices to be heard!

In the spirit of fostering an environment that thrives on open dialogue and continual growth, this year we decided to conduct an all-staff survey to find out what it is really like to be an Adferiad employee. We wanted to hear directly from the people whose hard work and dedication drives our organisation forward and to learn from the insights they could provide. The survey provided all staff with the opportunity to give their thoughts on working for Adferiad and encouraged the sharing of both positive experiences and constructive suggestions.

Staff Survey Findings

53% had lived experience of mental health issues

26% had lived experience of addiction

18% of staff were carers

89% of staff said they were happy in their current role

95% of staff get on well with their colleagues

82% of staff were satisfied with the training and development opportunities offered to them

Staff rated our buying and selling annual leave scheme as the most valuable staff benefit on offer, with an average score of **3.83/5**

As a place of work Adferiad was awarded an average rating of 4.1 stars out of 5

What our staff said were the best things about working for Adferiad

Feeling part of a team

"Since joining Adferiad I have been welcomed warmly and feel like a valued member of not only our project team, but also Adferiad as a whole."

"Lovely people who make you feel valued."

"The support and the friendliness of its staff members."

Personal fulfilment and job satisfaction

"Being able to do my dream job."

"Working in a sector where you have the ability to make positive changes to the lives of people who really need it."

"Seeing the end the result when you have worked well with a service user."

Opportunities for growth

"I like that there are plenty of opportunities for staff to diversify."

"Fantastic learning and professional developing opportunities."

"The opportunities to grow in your role and career."

Helping people

"Supporting and helping other to make positive changes"

"Making a difference to people's lives."

"Helping clients and service users with their mental health is very rewarding."

Staff Testimonials

- "Great company with fantastic values and vision!"
- "I feel that I have grown over the past year in a career path I never saw myself take. The belief that others have in me have given me the courage to develop my skills and grow."
- "It is pleasing to see that our wellbeing is high on the agenda."
- "Best organisation I have worked for."
- "I work with amazing, supportive people who make every day worthwhile."
- "It feels like a really accepting place to work and I feel lucky that I found it."

Not only did the survey provide us with some extremely valuable insights, but it also highlighted areas for celebration and for improvements. This allows us to set targets for next year to ensure continuous improvements for all of our employees.

Workforce Development

Adferiad and its legacy organisations have a long-standing reputation for delivering high-quality training in Substance Use and Mental Illness.

The year 2022-2023 has been especially exciting as both our internal and external training offerings have seen increased demand. While our primary focus has been on workforce development, we have also successfully delivered tailored training courses for external professionals. The positive word-of-mouth regarding our training quality has contributed to a surge in training inquiries and bookings.

This year, we have offered more courses to our staff than ever before and expanded the portfolio of training available. The expanded selection included courses on 'Mental Health in the Workplace', 'Managing Team Performance', and 'Conducting Professional Investigations', all of which were well-received as part of our new management program.

Internal Training

4,692 Hours
of training delivered

3,677
e-learning courses undertaken

100%
of attendees recommending the training and expressing satisfaction with the quality of the training provided

Feedback

"Fantastic trainer and I have always come away feeling more knowledgeable. Her interactive style really makes training enjoyable."

"Facilitator was great and had an excellent knowledge of the subject. Course was very well set out."

"Thank you, for providing a plethora of relevant information across multiple sectors. The knowledge and understanding you have about all the topics you present provides us with a dynamic learning environment that isn't linear and monotonous. Thanks again for your eloquent talks and presence as a safeguarding contact."

External Training

At Adferiad, we are proud to offer a Workforce Development Programme which provides access to a range of free courses, fully funded by the North Wales Substance Misuse Area Planning Board and Partners. Courses are delivered by Adferiad trainers, some of which are accredited. Courses are free to all organisations across the six North Wales counties. Looking forward, we are excited to expand our training provision across Wales and welcome opportunities to work alongside many more organisations.

"I very much enjoyed the two-day level two course which was delivered a week apart. The content and structure of the course was done in a logical order with each task building onto the next. The materials were up to date and very relevant."

As we move forward into 2023-2024, we are expanding our offering of accredited courses to our partnership organisations, providing them with a wider range of choices. Additionally, we are updating our current courses to align with the evolving trends in substance use. To meet these needs, we have introduced new courses such as 'Vaping & E-Cig', 'Self Neglect', and 'Partnership Working'. We have also enhanced our existing courses, incorporating an overview of the TrACE toolkit into our Adverse Childhood Experiences (ACE's) training. The initial feedback from the commissioner has been overwhelmingly positive, affirming the value of our efforts.

In addition to our standard external training offerings, we also provide tailored training to partnership organisations based on their specific requests. A notable example of this is our recent successful tender to deliver 'Suicide Awareness - Train the Trainer' training to staff and residents of HMP Berwyn in Wrexham. We developed a comprehensive training session in both English and Welsh, which was conducted four times. The aim was to equip participants with the necessary knowledge and skills to deliver a suicide awareness programme within the prison, benefitting their peers and colleagues.

North Wales Police commissioned the development of a new Alcohol Awareness Educational Programme and Substance Use Educational Programme. To ensure effective implementation, two 'Train the Trainer' courses were conducted to support North Wales Police staff in delivering and utilising the new programmes. Furthermore, an Anger Management training session was provided to complement both programmes. Feedback from the 3-day event indicated high levels of satisfaction, with all areas rated as 100%.

"The course tutor was professional, extremely knowledgeable and her enthusiasm was infectious. This made for a relaxed learning style which given the subject matter can be quite emotive at times."

In the upcoming year, the training team is committed to enhancing team expertise and cultivating more "experts" who can share their knowledge and skills with colleagues. This will be accomplished through additional "Train the Trainer" courses and mentoring initiatives. Our training will be conducted by experienced trainers who stay abreast of current trends, research, and evidence-based practices. We are dedicated to continual development and delivering high-quality training.

Our Volunteers

Volunteers play a crucial role within Adferiad, contributing significantly to our services, clients, and staff. They serve as valuable members of our team, representing us and advocating for the transformative power of volunteering. Volunteers help to significantly alleviate the workload of our staff, whether it's assisting with administrative tasks or facilitating group activities.

However, what really sets our volunteers apart is their unique perspective. Many of our volunteers have first-hand lived experience of substance use and mental health challenges, enabling them to establish profound and deep connections with our service users. In addition, our volunteers experience a sense of fulfilment as they make a positive impact on others, thereby enhancing their own wellbeing.



Interest in volunteering has skyrocketed this year, and the numbers speak for themselves:

- Over the past year, 85 volunteers helped to support our services
- These volunteers helped to support 35 of our services across Wales and in Lancashire
- This amounted to a total of 4,974 volunteer hours dedicated to Adferiad
- We currently have 100 active volunteers and 18 volunteers actively shadowing staff members to learn more about the great work that we do

Our volunteers contribute significantly to our organisation and its services, with some of them eventually becoming employed by us. In the current year, 23 volunteers have gained employment within Adferiad, securing positions as recovery assistants, counsellors in our Cyfle Cymru service, appropriate adults, and peer mentors within our staff team.

This progression is not only heartening but also highlights our appreciation for their enduring enthusiasm and dedication.

Adferiad Academi

This year, Adferiad Academi has hit a new milestone. 20 individuals completed our intensive 12-week accredited training course and gained a Level 2 certification in Understanding Substance Misuse. But the story doesn't end there – the knowledge and skills our volunteers acquired during this course were then put into action during a 10-week volunteering experience within the heart of Adferiad's diverse services.

The impact of this recent activity speaks volumes – two of our volunteers have since secured employment with Adferiad, while eight continue to dedicate their time

and talents as committed volunteers within our services.

What sets Adferiad Academi apart is its unique mission - to bridge the gap for those seeking a career in the third sector. Whether you arrive with the qualifications but lack experience, or bring lived experiences yet to be applied in a professional setting, Adferiad Academy welcomes you with open arms. Within the Academi, participants not only earn the qualifications they desire but also gain invaluable real-world experience by volunteering in our services across Wales. Adferiad Academi is not just about training; it's about transforming lives and empowering futures.

Volunteers Week

We have had a great time celebrating our volunteers in the Volunteers Week this year. All our volunteers were recognised for their efforts and dedication over the year by Adferiad and their service managers by receiving certificates and awards. Many volunteers were also recognised for their effort to volunteering in their counties and were awarded by local governors in a presentation. Well done to all our volunteers and a huge thank you for your commitment and dedication!

"I have really enjoyed my volunteering with Adferiad. It is a really positive atmosphere and extremely rewarding supporting the group on their recovery journey. The staff are very supportive and is always available to answer any queries that I may have. It is very clear that they genuinely care for each individual."

"I've come to know so many fantastic people, walking through so many different paths in life - it's lovely to be able to give a bit of my time to help out, and get so much back in return. It's lovely to be able to give something back to my community."

"I was looking for volunteer roles and found Adferiad through my university. The Academi was well structured with instructors putting in 100%. Everyone was very friendly and the Academi opened my eyes to many other career options."

"You could not put into words the benefit of volunteering."

"Volunteering has helped me to learn about and understand working with others, in groups, and how to talk to and support people. It's been about having fun and laughing. I have valued the support that I have received from the staff team which has helped me on a personal level as well. It is a two-way thing, giving and receiving. Volunteering gives me motivation and a sense of purpose to get out of the house, knowing that I am helping people."

The year in numbers.



17,774
clients were supported in the last year

21
new referrals every day

168,327
client engagements

773
staff working at Adferiad

351
new staff members

Funding secured for

26



new contracts...

...worth a total value of

£15,597,353

72,465

visitors to our website



30,628

visits to our Twitter profile



27,000

followers across social media

54,806

people reached via our social media pages

New Service Developments

In 2022-2023, we successfully secured funding for 26 contracts, worth a total value of £15,597,353.34. This includes 11 extensions or additions to existing contracts, and 14 new contracts or services. This includes the following highlights:

Launching New Services

Llys Glan-Yr-Afon

Our first Extra Care Scheme, Llys Glan Yr Afon in Newtown Powys (48 beds). This is a 24-hour service with 400 weekly hours of care provided.

Circles of Support & Accountability

We are the Welsh provider of the national HM Prisons and Probation Services project seeking to provide support to vulnerable adults on probation.

Caniad Cardiff & the Vale

This is an expansion of our North Wales model to provide support for people with mental health problems to be involved in the design and delivery of services.

Research into Veterans Gambling

This is an innovative new partnership with Swansea University to conduct research into gambling in the veterans community and provide wrap.

24/7 Mental Health Supported Housing (Cardiff)

This is a new dedicated scheme providing support to individuals with mental health problems and personal care needs to live independently.

CMHT based floating Support (Vale of Glamorgan)

Our first housing support service in Merthyr providing floating support in the community to people accessing secondary mental health services enabling them to sustain their tenancy.

24/7 Care Leaver Housing Service (Merthyr)

Our first CYP specific supported accommodation and our first Merthyr housing service supporting care experienced children and young people to live independently.

Abergorki 24/7 Co-Occurring Accommodation (RCT)

The first housing service in Wales specifically for people with co-occurring substance use and mental health problems. This is a 24/7 service for 5 people to live independently in RCT.

Finance Benefit & Debt (Wales)

Delivered in partnership with St. Giles, this is a money advice service to people across Wales within probation services (funded by HMPPS).

Retaining Existing Services

Out of Work Service

Retaining our Cyfle Cymru Out of Work service supporting people with substance use and mental health needs to accessing training, education and employment opportunities.

Cardiff Vocational Support

The continuation of our horticultural mental health support service delivered in the grounds of St. Fagan's Museum and social navigation services operating across Cardiff.

CYP Integrated Substance Use Treatment Service (Powys)

Continuation of our partnership with Kaleidoscope providing Tier 1-4 treatment options for people with drug and alcohol problems in Powys. Adferiad provide this service specifically for children and young people.

Service Expansion

CAMFA CYP

Expanding our Counselling and Motivation for Addiction service in North Wales to include specific counselling provision for 16–18-year-olds.

Assertive Outreach Western Bay

Expansion of our Western Bay Substance Use Treatment Services to include an assertive outreach worker.

Warm Space for People from Ethnic Minority Backgrounds (Cardiff)

A small grant from the National Grid to help people from ethnic minority communities in Cardiff access a warm space and support to apply for fuel poverty grants.

Our Service Highlights

Criminal Justice Services

Adferiad 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 on the Finance Benefit and Debt Service, and through our Appropriate Adult Service to South Wales, Dyfed Powys and Gwent Police Force areas. Our Dyfodol Service operates in the statutory prisons in South Wales and our inreach service to HMP Berwyn in Wrexham is delivering excellent outcomes.

Adferiad's Appropriate Adult Service continued delivery to South Wales, Dyfed Powys and Gwent police force areas. During 2022/2023 we have delivered a service to a total of 3,157 vulnerable adults during police detention and questioning, provided training to 51 individuals across Wales. During this period four external talks have also been delivered to universities and local authorities.

We were delighted to have been successful in a tender from the Ministry of Justice to deliver a Circles of Support and Accountability (COSA) Programme. This is an all Wales programme that tackles harmful sexual behaviours and will commence delivery in 2023/24.

Carers Services

Adferiad have been awarded £147,787 for Carers Services across Carmarthenshire. This is a new development recently tendered by the local authority and is due to commence in 2023/24.

Problem Gambling

In January 2022, Adferiad was awarded the GambleAware grant for its pilot project to provide residential rehabilitation for adults presenting with gambling disorders and complexities. This is a three-year project that will extend the National Gambling Treatment Service (NGTS) provision aimed at adults with gambling issues and alcohol and/or substance use disorders.

The project allows individuals to direct their own treatment and proceed at their own pace. Service users, along with their families and friends, are able to be actively involved in the care planning process, thus creating a system that is tailored for the person in need. During the first year of operation, this service received more than 140 referrals.

Treatment Services

Adferiad continues to offer a wide range of support to individuals whose lives are being impacted negatively by their substance use, both strategically and in the community. The service works closely with our partners, to deliver support to those aged 18 plus, delivering a harm reduction model of care, and an abstinence programme based on the Minnesota model of care. Implementation of a rapid one to one harm reduction programme in the NPT area has increased the capacity the service has to respond to a greater number of referrals. During 2022-2023, treatment services across Swansea Bay directly supported over 1000 individuals with more than 250 new referrals.

Domiciliary Care

Adferiad Recovery delivers domiciliary care services across Wales. These are a mixture of floating care services, support in shared accommodation, and more recently, the development of extra care services.

In 2022/23, we were successful in developing new services in Cardiff - Supported Living Service; Treorchy - Supported Living Service; and at Llys Glan yr Afon, an Extra Care Scheme.

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 personel, encouraging veterans to get out and active. As part of this programme, Adferiad supports smaller organisations to apply for project funding and supports successful applicants to deliver on their objectives.

Young Persons' Services

Adferiad delivers a range of young persons' services to those with experience of mental health, substance use and/or the criminal justice system in Wales.

Our Young Persons' Substance Use Services are available to young people who are experiencing, or at risk of experiencing, problems with substance use. Our Early Intervention in Psychosis Services across Wales support young people and their siblings through what can be frightening times for the whole family.

New to Adferiad's portfolio is our first 24hr CYP supported accommodation in Merthyr Tydfil which supports care-experienced young people moving on to independent living. We also hold the contract for the first ever CYP Welsh Gambling Education Hub. This service is designed to educate, promote support available and offer information on early signs of gambling addiction and the related harms in children and young people.

Through our partnership with Mental Health UK, we have delivered 171 sessions of support through our Bloom and Your Resilience Programme to children and young people in schools, colleges, CAMHS and sporting excellence pathways. From April 2023, we have agreed to expand our remit to support youth community groups which will ensure that our programme is accessible to multiple settings.

We have also been successful in extending our CAMFA counselling service to children and young people aged 14+ in north Wales – a welcomed and much needed service.

Our Service Highlights

Employment Programmes - Cyfle Cymru

This service came to an end in summer 2022 but with some excellent work in developing new proposals and evidencing need. Adferiad was successful in tendering for 5 of the 7 lots in the new Welsh Government funded 'Out of Work Service' which replaced the EU funded programme that ended post-Brexit.

Adferiad Recovery leads the delivery of the large-scale project by fellow DACW members across all five lot areas throughout Wales and directly delivers the Cyfle Cymru programme in North Wales, with Kaleidoscope in Powys, with Barod and Kaleidoscope in Cardiff and the Vale of Glamorgan, and with Barod in Western Bay and Dyfed. It remains the largest service ever delivered by Adferiad - in terms of both value and geographical spread.

The Welsh Government's Out of Work Service, funds a programme which 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.

From the commencement of the project in August 2016 to the end of the project in July 2022, Cyfle Cymru has attracted more than 13,000 registrations across the five lot areas. Over 268,570 hours of support 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 and 5,365 people received support for co-occurring needs.

Inpatient & 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. There are significant concerns over the state of the building at Hafan Wen, and discussions are underway with the owner of the site – Betsi Cadwaladr University Health Board – to plan for remedial works.

Parkland Place Lancashire – our detoxification and treatment centre in the beautiful grounds of Withnell, Chorley. It continues to provide high quality support and we redeveloped 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. The service now offers 23 rooms of a very high standard of accommodation and care.

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

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

Housing

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.

During 2022/23, we successfully tendered for a new Housing Support Grant Service in Vale of Glamorgan providing support to individuals experiencing mental health issues who are homeless or at risk of homelessness.

We have also restructured and received a recommission of the Wrexham Homeless Prevention Service to better provide for those individuals who are homeless or at risk of homelessness.

National Services

Time to Change Wales

2022/23 saw the tenth full year of operation of 'Time to Change Wales', an initiative aimed at reducing mental health stigma and discrimination, delivered in partnership with Mind Cymru. The project has exceeded all targets for the year for every pillar managed by the Community and Engagement team overseen by Adferiad: 20 new organisations have pledged with us during this period; 57 anti-stigma talks have been delivered to 996 individuals; 40 new Champions have been trained enabling us to engage with 740 contacts at exhibition events.

Mental Health & Money Advice

Annual gains for our clients within this period was £1,073,269, we have supported 325 new clients in addition to ongoing caseloads.


Tai Wales & West Housing
LLYS GLAN-YR-AFON
Reception
Derbynfa
1-40
41-49

Service in Focus

Llys Glan-Yr-Afon

Llys Glan-Yr-Afon provides care and support services in an Extra Care Housing scheme in Newtown for adults over the age of 18. The scheme is an intergenerational housing scheme providing forty-eight separate apartments for people at any one time. In addition, there is a respite room that is used by individuals from the community.

This accommodation is open to adults (18yrs+) including older people, although the majority of individuals are aged over 64 yrs. We provide additional support which enables individuals to remain within their own home for longer (with the level of support they need to meet their care and support needs).

We provide 24/7 care and support on site, delivery approximately 400 hours a week.

The aim of the scheme is to:

- Enable people to live independent and fulfilled lives in their own homes.
- Support individuals in a flexible way which will maintain their independence by providing the right amount of support and care required to meet individual needs and promote independence and the ability to contribute to society.
- Encourage individuals to live a full and active life.
- Involve individuals in all aspects of their support and care, no decision about me without me.

We have already seen great outcomes for residents in the scheme, and recently held a Polish food and drinks night, organised by some of the staff at Llys Glan Yr Afon. Residents greatly enjoyed this with one feeding back:

"Thank you very much indeed for the food and drink on Friday evening, I thoroughly enjoyed myself, and also may I thank all your helpers. My kindest regards to you all."



Our Campaign

Only Human Campaign - 2022/23

ONLY HUMAN
Addiction doesn't define us.

Last year we launched our Only Human Campaign which aimed to tackle the stigma associated with substance-use disorders, such as alcohol or drug dependency, and behavioural addictions, such as harmful gambling, gaming, or shopping. Informed by a panel of lived-experience experts, our campaign helped to raise awareness about the harmful consequences of addiction-related stigma, and encouraged the general public to question their beliefs about addiction and the people who experience it.

Over the summer of 2022, we brought our campaign to 27 different events across all 22 counties in Wales. We received 206 individual responses, from people with lived experience of addiction, their families, and carers.

Findings

- Almost half of respondents had experienced addiction at some point in their lives.
- Alcohol addiction was most commonly reported, followed by smoking and substance use.
- People aged 60 – 69 were most likely to have lived experience of addiction .
- Men were more likely to have experienced addiction than women (66% vs 43%).
- 80% of people with lived experience of addiction had experienced stigma and discrimination as a result.
- 70% of respondents who had experienced stigma said that this prevented them from seeking support.
- 96% of respondents were in favour of treating addiction in the same way as other health conditions.

Based on our findings, we proposed 4 recommendations to help combat addiction stigma in Wales:

1. Develop a substance use strategy promoting prevention and early intervention.
2. Provide public health education to debunk some of the myths and misinformation surrounding addiction.
3. Create a comprehensive resource for individuals facing addiction challenges and their families, serving as a reliable reference for support and assistance.
4. Introduce clearer signposting to available addiction resources.

As a result of the Only Human Campaign, Adferiad was successful in securing funding for a new project designed to end the stigma and discrimination faced by people with addictions.



Our Partners

Adferiad itself is a merger of CAIS, Hafal and WCADA because we recognised that our separate expertise was most effective when combined.

We believe that our work as a charity needs to be led by the needs of our clients, and as such we are always seeking to forge partnerships with a range of different organisations who we can work with to better support the needs of our clients.

This can stem from joint case work on the ground with local charity partners, or health care teams such as CMHTs, through to formal partnership like our Out of Work Service delivered in partnership with Barod and Kaleidoscope, and also our national, and international strategic campaigning partnerships such as the Wales Alliance for Mental Health, DACW, and GAMIAN.

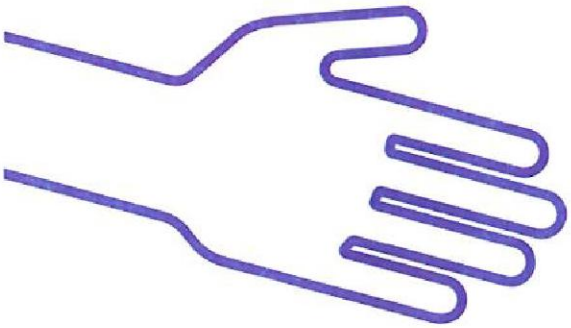
To be effective we need to put aside the boundaries that can arise around organisations and focus on our shared objectives – **to provide the best support to people who need it in Wales.**


Cyngor Sir Ceredigion County Council
Cyngor Sir Gâr Carmarthenshire County Council
Cyngor Abertawe Swansea Council
Torfaen County Borough
Bwrdeistref Sirol Torfaen
Powys
Bro Morgannwg
Blaenau Gwent
Cyngor Bwrdeistref Sirol Merthyr Tudful Merthyr Tydfil County Borough Council
Pen-y-bont ar Ogwr Bridgend
Cardiff Caerdydd
monmouthshire
GambleAware
Coleg Nyrsio Brenhinol Cymru Royal College of Nursing Wales
Vale of Glamorgan
Newport Casnewydd
The Armed Forces Covenant Fund Trust
Llywodraeth Cymru Welsh Government
CAIS social enterprises
Mental Health UK
UNISON
NCMH
Platform
RCS
barod
bipolar UK
The Care Collective
Cymdeithas Gofal The Care Society
carers Wales
diverse cymru
GAS
Gordon Moody
Growing Space
Inside Out Cymru
Kaleidoscope
Mental Health Foundation
Mental Health Matters Wales
mind Cymru
Shelter Cymru
St Giles
stori
Adferiad
ateb
Cadwyn
Cartrefi Conwy
Dyfodol
newid
ClwydAlyn
Cynon Taf
Linc
Parabl
time to change Wales
Dechrau Newydd
Grŵp Cynefin
Hafod
Merthyr Valleys Homes
Cyfle Cymru
Wrexham One Love Choir
pobl
united welsh
Wales & West Housing
caniad

Fundraising

We are incredibly grateful that each year, we receive the support of donations from community groups, businesses, and individual givers across Wales.

Registered with FUNDRAISING REGULATOR





Scan here to donate!

From people climbing Yr Wyddfa to sponsored bake sales we are delighted to see people raising money for us every day to support the vital work we do as a charity each year. We have also been humbled to receive several in-memorium donations this year.

In total, we were fortunate to receive £120,485.21 in donated income either raised for a specific project or cause within Adferiad or to support our general charitable work.

A big thank you to everyone who took the time to organise these events, several of which were big personal challenges. Every pound you raise will help us continue to be there for people across Wales who are struggling with their mental health, substance use (or other addictions) and their families too.

We were grateful to have the following personal account of someone's fundraising journey sent through to us. Lily, and her colleagues at Hoogah café in Swansea, made Adferiad their charity of the month in February 2023 and raised over £800 for the charity. Lily had this to say:

"Over the month of February this year, myself, and a group of staff from Hoogah cafe on Bryn-Y-Mor Road set out to swim in the sea at Caswell Bay each morning at 8am to help raise money and awareness for the incredible work done at Adferiad Recovery.

Mental Health and well-being is a cause we were all passionate about as a team at Hoogah and we wanted to incorporate that into February's 'Charity of the Month' scheme that Hoogah's run each month to raise money for charities both locally and globally. The idea is that members of staff or those in our community can come forward with charities or fundraising ideas to help us help other people.

Community is something Hoogah is really passionate about and wherever possible, they aim to give back to those around us, be that from sourcing ingredients locally to planned events for staff's wellbeing all the way up to regular menu changes to include designated dishes where all profits are then donated to the chosen charity of that month.

The idea of the sea swims came about as I had completed a sea dip every day of February last year to raise money for another charity and I felt the benefits of the dips immediately. It's something I have continued to try and do a few times a week ever since last year and I wanted to share the joy I felt from these swims with those around me in the community.

Every morning, we would boil up some kettles and provide those dipping with us a hot drink after each dip as well as baking cakes or bringing along a pack of biscuits. Having advertised these sea swims through our Instagram, we were joined each morning by different people, most of whom began out as strangers to us during the first few days! Sharing these cups of teas and conversations with strangers quickly became one of my favourite parts of each day. I'm so lucky to have made so many amazing friends over this month through these sea swims that I still meet up with when possible, to sea swim, attend events with or simply head for a coffee with!

It's hard to put into words exactly how it feels to be wading through the waves at 8am every morning when it's super cold outside. In your head, you know it is such a mental thing to be doing, and no one was there to force you to do it, but we laughed, squealed and carried on each day regardless; being joined by more and more people each day with well over 90% of the people who came in with us coming back multiple times. It all sounds crazy and every day I felt the exact same excitement and nervousness when you start walking in. I think the shock of knowing what you're about to do is part of what makes it so much fun.

Cold water in general has been proven to have heaps of incredible health benefits, from that natural high to muscle recovery and reducing stress. Not that sea swimming is going to be everyone's cup of tea, but maybe even challenging yourself to a cold shower every now and then will have you laughing at yourself over how mad it feels. Not once did I regret my morning sea swim, I always came away from them feeling far better than I did beforehand.

It's sort of like a personal sense of smugness, coming out of the sea in nothing but a swimming costume, getting dressed, having a laugh with my friends and then being back in Swansea by 9am. I would sit in those early morning lectures next to people who had clearly just woken up and I felt so accomplished knowing I had been out and made the most of my morning while getting to meet a truly incredible array of people. Far too often I find myself feeling like one of those zombie morning people, but these sea swims completely changed my perspective of how I go about starting each day.



[redacted] and having people want to join in with me felt incredible and I am grateful for each and every person who came along and got involved. I'm sure we all helped each other over the course of the month, so it feels even more amazing to know that the money we raised will go to people in our community who need help, too.

I can't say I was jumping out of bed each morning at the thought of what was to come, it [redacted] a bit tricky when that first alarm went off, especially when you're nice and warm in bed, [redacted] know that the second you get down to the beach, you're itching to get in!

[redacted] It was incredible being able to get a bunch of the team from Adferiad down on the last [redacted] for them to be [redacted] with us and meet our community, even though it was [redacted] finitely [redacted] more [redacted] for [redacted] seeing everyone jump in over the weekend. Laughing about how [redacted] and [redacted] and with themselves made it all [redacted] worth it [redacted] donated to [redacted] charity [redacted] we [redacted] without everyone at Hoogah for facilitating the whole operation and to Adferiad themselves for being the ones carrying out this amazing work to help the community in the first place! I feel immensely proud to have been able to raise money for you guys!"

— Lily from Hoogah

Sustainability:
An Adferiad Green Future

As an organisation we are determined to act on and succeed in becoming Net Zero by 2030. We have team bases in every county in Wales, three hospital sites (including one in Lancashire), a rehabilitation unit, multiple residential properties, and modern offices. We operate a fleet of nearly 50 vehicles including minibuses, food transportation, and cars. Our aim is that our assets are focused on maximising impact for our beneficiaries, saving money, and improving our carbon profile.

Our sustainability objectives:

- Review all property use annually to ensure best use of resources.
- All refurbishments to include energy efficient, low carbon approaches , e.g. LED lighting, insulation, automatic lighting, etc.
- Increase the number of residential units available for our beneficiaries by 5% per annum.
- Review all staff mileage biannually to ensure best use of time and resources.
- Plan to replace all vehicles with plug in hybrids or pure electric vehicles over the next five years.
- Encourage the use of technology to reduce travel while recognising the value of face-to-face engagement.
- Carry out Carbon Mapping for Adferiad Recovery.
- Create a sustainability group to develop plans for a 10% year-on-year reduction in carbon mapping.
- Utilise new technology to reduce the use of paper and printed materials including publications, marketing, and internal communications by reducing stationery consumption by 10% per annum in real terms.

Adferiad

We have undertaken a comprehensive carbon mapping exercise and have a Carbon Reduction Plan in place which is reviewed year on year.

In the future we hope to implement measures such as:

- Switching to a 100% renewable electricity provider. This will bring down our overall emissions by around 7.64%.
- Replacing current petrol/diesel run company owned vehicles to 100% electric vehicles over the years. This will bring down our current emissions by around 4%.
- Tackling emissions produced by employee commutes by incentivising staff to switch to electric vehicles or take public transport to work in the coming years.
- Reducing emissions produced by business travel over the coming years by using only electric vehicles.
- Reducing emissions relating to subcontracted delivery services by opting for courier companies with lower carbon footprint.
- Lessening emissions relating to online storage by using to cloud services with a lower carbon footprint over the coming years.
- Reducing CO2 emissions generated through the disposal of operational waste by ensuring better utilisation of waste handling practices (i.e. Maximizing the amount of waste sent for recycling, reducing the volume of waste incinerated, etc).

Key Developments

In addition to our aforementioned rights-affirming and campaigning work, we have had other significant developments over the last year.

ISO 9001:2015

We are delighted to have achieved the ISO 9001:2015 Quality Management System certificate this year. The ISO 9001:2015 is a global standard for quality management systems that ensures we meet the most stringent standards across fields such as customer focus, leadership, improvement and evidence-based decision making.

Rebrand & New Website

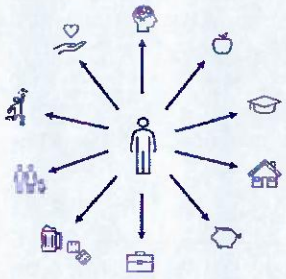
At the end of the year, we undertook an organisational rebrand coinciding with the launch of our new website. To find out more, visit **www.adferiad.org**

Parkland Place Expansion

We expanded our Parkland Place brand into Lancashire with a new detox facility.

Wellbeing Wheel

The Wellbeing Wheel is a new bespoke assessment measure developed specifically with our clients in mind. It is a simple yet effective tool used to measure a person's overall wellbeing across a number of key life areas. Because of its flexibility, the Wellbeing Wheel can be tailored to suit the client based on their own set of unique circumstances.



Cyber Essentials Plus Re-certified

Cyfle Cymru

The retention of Cyfle Cymru – the Out of Work service has been pivotal to our work as a charity. Cyfle Cymru is delivered in partnership with our colleagues at Barod and Kaleidoscope and is a peer mentoring project which helps people. develop confidence to make positive life changes, and provides support to access training, education, volunteering, and employment. Our peer mentors draw on their own lived experience to support people affected by substance use and/or mental health conditions.

We were successful in tendering for this service 5/7 areas of Wales (North Wales, Dyfed, Cardiff & Vale, Swansea Bay, and Powys) with a contract worth over £9 million. More importantly, it has allowed us to continue supporting people to achieve incredible outcomes across Wales. Over the past year we have seen:

- 2,424 active registrations:
  - 806 economically inactive.
  - 1,033 long term unemployed.
  - 585 (16 – 24) NEET.
- 470 people gaining a work-related certificate.
- 126 people entering employment.
- 429 people accessing work experience, placement, or volunteering.

A New Mental Health Strategy for Wales

We are campaigning for a Mental Health strategy for Wales that is bold, transformative, practical and led by the people who use Mental Health services. Adferiad propose that the new mental health strategy states as clearly and robustly as possible that it is a legal requirement for everyone receiving secondary mental health services to have a high-quality Care and Treatment Plan, that they should be co-produced, and should set out clear outcomes for recovery.

We conducted a survey between October and December 2022, with the purpose of giving people the opportunity to share their views on what they felt should be the priorities in the next mental health strategy and for people with lived experience to have a major influence on how services are planned, designed, and delivered in the future. We have released a briefing paper which you can read on our website.

In the report we have stressed the need to ensure that the next mental health strategy makes it clear who is responsible for helping people at different levels of need and when it is appropriate to access mental health services, and when it is appropriate to seek help and support from other services. Finally, we think it is essential to build into the strategy itself how delivery will be monitored, measured and reported against.

Criminal Justice Seminar

In February 2023, Adferiad Recovery held a seminar on the criminal justice system in Wales. The purpose of the seminar was to promote collaborative work between professionals and those with lived experience and to facilitate the sharing of experiences to help gather insights into recovery and rehabilitation within the criminal justice system in Wales. In addition, the event provided a forum for people to share ideas for improving the system, a matter which will be of interest to policymakers, commissioners, front-line staff, and people with lived experience of the criminal justice system. The seminar included talks from a range of speakers, including Jane Hutt (member of the Senedd and Minister for Social Justice), Clive Wolfendale (Chair of Adferiad Recovery), Dean Pulling (Criminal Barrister and Adferiad Trustee) and individuals with lived experience of the criminal justice system, amongst others.

Seminar attendees included those working in various third sector organisations (including Adferiad Recovery, The Wallich, and The Hepatitis C Trust), health and social care organisations (NHS Wales and Social Care Wales), and South Wales Police. In addition, a number of attendees had lived experience of the criminal justice system.

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 some additional funds and resources, 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, 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. We do however welcome the Welsh Government new Out of Work Service which has replaced Cyfle Cymru.

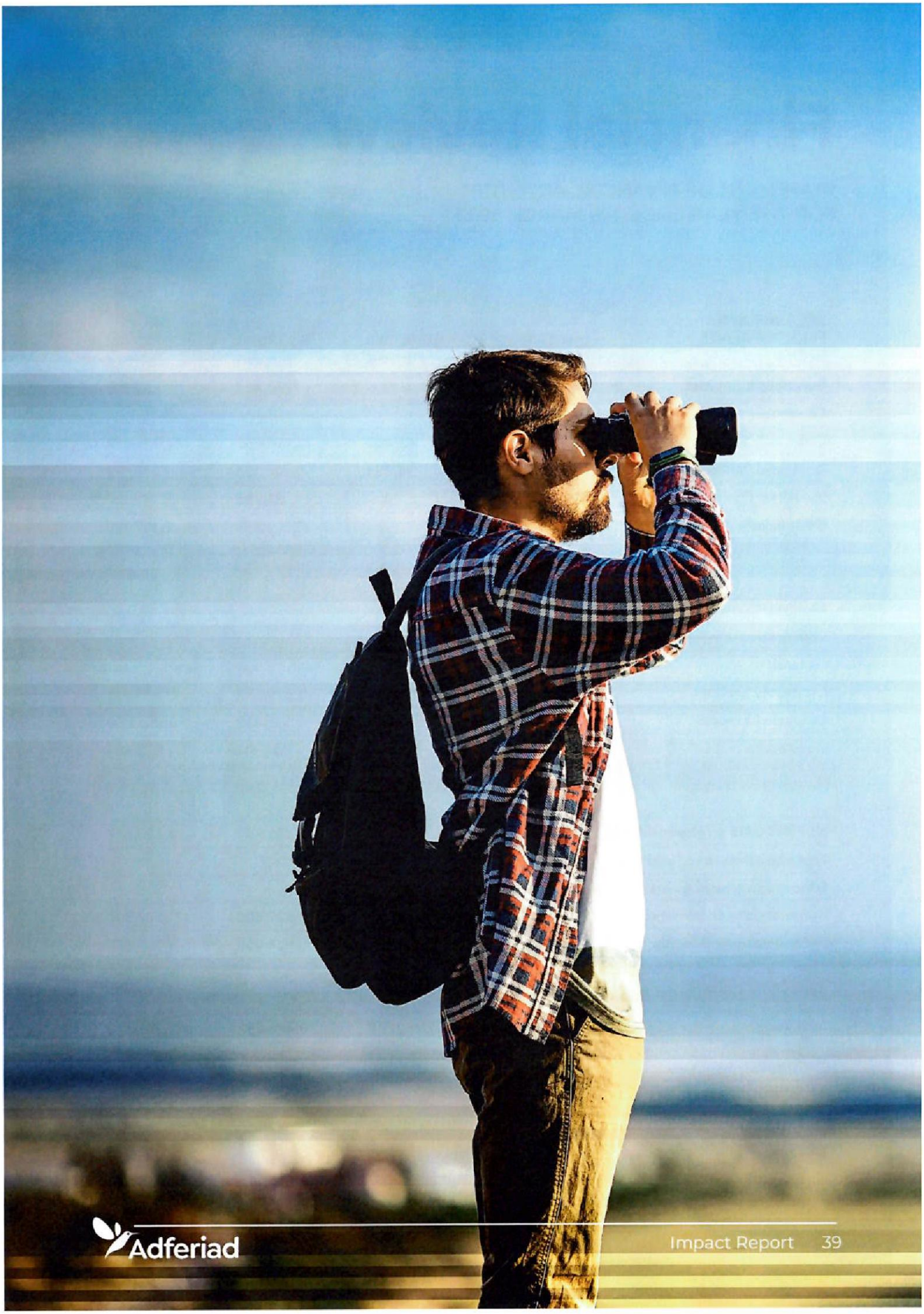
Adferiad remains committed to partnership working within the statutory and voluntary sector in pursuance of the best possible service to our client group. Partnerships allow Adferiad to seek joint working relationships with providers based elsewhere in the UK to develop shared approaches, increase awareness of Adferiad, and to share best practice. We will also continue to invest in our partnerships with Mental Health UK, Gamian, EUFAMI, DACW, 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 have always been committed to becoming registered as a Living Wage Foundation employer across our services and in 2022/2023 we applied for membership of the Foundation. Accreditation is expected in early 2023/24. 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.

While we believed that post pandemic there would be a renewed focus on delivery of services for the most vulnerable, the cost of living crisis has had a major impact on the sector. Adferiad Recovery has previously demonstrated our ability to flourish in adversity and we are confident that we will assist our beneficiaries through these challenging times.



Financial Review

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

INCOME AND ENDOWMENTS FROM	NOTES	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	2023 TOTAL FUNDS £	2022 TOTAL FUNDS £
Donations & Legacies	2	120,485	-	120,485	169,895
Charitable Activities	4				
Community Services		15,358,485	43,480	15,401,965	14,995,867
Residential Services		8,909,371	796,734	9,706,105	7,200,941
Investment Outcome	3	52,785	-	52,785	(7,684)
Other Income		-	-	-	6,187,027
Total		24,441,126	840,214	25,281,340	28,546,046
EXPENDITURE ON					
Charitable Activities	5				
General		-	-	-	-
Community Services		13,538,755	60,842	13,599,597	13,389,875
Residential Services		10,015,929	815,503	10,831,432	8,082,090
Governance		524,411	-	524,411	520,404
Total		24,079,095	876,345	24,955,440	21,992,369
NET INCOME / (Expenditure)		362,031	(36,131)	325,900	6,553,677
Transfers between funds	19	(5,964)	5,964		
Other recognised gains/(losses)					
Actuarial gains on benefit schemes		609,000	-	609,000	549,000
Net movement in funds		965,067	(30,167)	934,900	7,102,677
RECONCILIATION OF FUNDS					
Total funds brought forward		7,270,479	1,223,618	8,494,097	1,391,420
TOTAL FUNDS CARRIED FORWARD		8,235,546	1,193,451	9,428,997	8,494,097

	NOTES	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	2023 TOTAL FUNDS £	2022 TOTAL FUNDS £
Fixed Assets					
Tangible assets	11	7,252,806	1,054,725	8,307,531	7,989,273
Investments	12	2	-	2	2
Total		7,252,808	1,054,725	8,307,533	7,989,275
Current Assets					
Debtors	13	4,236,210	-	4,236,210	3,666,260
Cash at bank		4,635,996	138,726	4,774,722	5,219,749
Total		8,872,206	138,726	9,010,932	8,886,009
Creditors					
Amounts falling due within one year	14	(5,874,025)	-	(5,874,025)	(5,701,444)
NET CURRENT ASSETS		2,998,181	138,726	3,136,907	3,184,565
TOTAL ASSETS LESS CURRENT LIABILITIES		10,250,989	1,193,451	11,444,440	11,173,840
Creditors					
Amounts falling due after more than one year	15	(1,720,443)	-	(1,720,443)	(1,806,049)
Provisions for liabilities	18	(948,000)	-	(948,000)	(925,694)
Pension asset/(liability)	20	653,000	-	653,000	52,000
NET CURRENT ASSETS		8,235,546	1,193,451	9,428,997	8,494,097
Funds	19				
Unrestricted funds				8,235,546	7,270,479
Restricted funds				1,193,451	1,223,618
Total funds				9,428,997	8,494,097



Ein Heffaith

2022-2023

Adferiad

Cefnogi Pobl • Supporting People

www.adferiad.org

Mae Adferiad Recovery yn sefydliad corfforedig elusennol ac wedi cofrestru yng Nghymru a Lloegr

Rhif Cofrestru: 2751104 Rhif Elusen: 1039386

Cynnwys

Ein Cenhadaeth, Nodau a Gwerthoedd 02

Gair gan ein Prif Weithredwr 04

Gair gan ein Cadeirydd Ymddiriedolwyr 05

Ein Strategaeth 06

Ein Gwaith Cadarnhau Hawliau 08

Aelodaeth Adferiad 10

Ein Staff 12

Datblygiad y Gweithlu 14

Ein Gwirfoddolwyr 16

Y Flwyddyn mewn Rhifau 18

Datblygiadau Gwasanaeth Newydd 20

Uchelbwyntiau ein Gwasnaethau 22

Y Gwasanaeth Mewn Ffocws 26

Ein Hymgyrch 28

Ein Partneriaid 30

Codi Arian 32

Cynaladwyedd 34

Datblygiadau Allweddol 36

Edrych Ymlaen 38

Adolygiad Ariannol 40



Ein Cenhadaeth

Mae Adferiad yn ymateb i anghenion pobl sy'n wynebu ystod o gyflyrau iechyd ac amgylchiadau cymdeithasol cymhleth sy'n cyd-ddigwydd – pobl sydd ddim yn cael eu gweld a'u clywed yn aml.

Mae Adferiad yn elusen a arweinir gan ei haelodau sy'n darparu cymorth a chefnogaeth ar gyfer pobl gyda salwch meddwl, caethiwed, ac anghenion sy'n cyd-ddigwydd a chymhleth i uchafu eu potensial personol, ac i gyflawni gwell ansawdd bywyd. Mae ein staff arbenigol a'n gwirfoddolwyr yn defnyddio dull person cyfan i helpu pobl yn mhob rhan o'u bywydau fel y gallant fyw ag urddas ac mor annibynnol â phosibl. Rydym yn bobl sy'n gadarnhaol tuag at hawliau o fewn sefydliad sy'n gadarnhaol tuag at hawliau.

Mae ein cefnogaeth yn cynnwys ystod o wasanaethau lleol a chenedlaethol ar gyfer ein cleientiaid, gofalwyr a theuluoedd; rydym yn cynnig ein gwasanaethau yn mhob un o'r 22 sir yng Nghymru ac yn Swydd Gaerhirfryn.

Rydym hefyd yn rhoi llais yn genedlaethol ac yn lleol ar gyfer ein cleientiaid ac yn ymgyrchu ochr yn ochr gyda hwy i ddiwygio polisi a chyfraith, i wella gwasanaethau ac i frwydro yn erbyn gwahaniaethu.

Mae ein sefydliad yn croesawu pawb i ddod yn aelodau ac i roi mwy o lais i'r rhai hynny rydym yn anelu i'w cefnogi. Mae'r aelodau hyn yn chwarae rhan annatod drwy ethol ein Ymddiriedolwyr, sy'n ein llywodraethu a'n harwain, gan osod cyfeiriad ac amcanion ein sefydliad. Mae rhai aelodau hyd yn oed yn ehangu eu rolau gan ddod yn Ymddiriedolwyr eu hunain. Mae'r Tîm Gweithredol wedyn, trwy gymryd arweiniad gan yr Ymddiriedolwyr, yn arwain y staff i weithredu a chyflawni ein nodau sefydliadol. Yn ei hanfod, mae'r strwythur rhyng-gysylltiedig hwn yn hwyluso sefydliad a arweinir gan aelodau, gan drosi mewnwelediadau ein cymuned i gamau gweithredu sy'n effeithio ar ein hachos.

Ein Nodau

Anelwn i wneud newidiadau positif ym mywydau pobl a effeithir gan gyffuriau, alcohol, problemau iechyd meddwl, a heriau bywyd eraill, drwy ystod o wasanaethau a chefnogaeth a ddarperir gan staff medrus a phrofiadol yn y gred fod pobl yn gallu newid, ac yn newid. Mae Adferiad yn darparu ymateb newydd, ystwyth a chydlynol i'r amgylchiadau eithriadol sy'n wynebu pobl sydd â chyflyrau iechyd meddwl a chamddefnydd sylweddau sy'n cyd-ddigwydd, a materion cysylltiedig.

Mae ein model therapiwtig cynhwysfawr a chydlynol yn defnyddio'r arfer orau oll o wasanaethau iechyd meddwl, defnydd sylweddau, cyfiawnder troseddol ac ystod o wasanaethau iechyd, cyflogaeth a gofal cymdeithasol. Mae tîm cyfunol Adferiad yn gweithio mewn modd cyfannol i fynd i'r afael ag anghenion pob cleient, gan greu'r amodau gorau ar gyfer triniaeth a chefnogaeth effeithiol ar gyfer cyflyrau sy'n cyd-ddigwydd a diagnosis deuol.

Gweithiwn gyda'n cleientiaid i'w hymgysylltu a'u cefnogi drwy eu hadferiad. Defnyddiwn ymagweddau cyd-gymorth, mentora cyfoedion a llywio cymdeithasol profedig i helpu pobl i gymryd rheolaeth o'u bywydau eu hunain, i greu eu cynllun adferiad eu hunain, ac i weithio tuag at annibyniaeth a ffyniant.

Gweithiwn ar draws rhwystrau er budd ein cleientiaid. Datblygwn bartneriaethau gyda'n comisiwynwyr, ein cyd-ddarparwyr, ymarferwyr ac ymchwilwyr, sy'n rhannu ein huchelgais i drawsnewid bywydau a rhagolygon rhai o bobl mwyaf agored i niwed Cymru.

Ein cenhadaeth yw i groesawu pawb i greu timau cynhwysol. Dathlwn wahaniaeth ac annogwn bawb sy'n rhannu ein gwerthoedd i ymuno â ni ac i fod yn nhw eu hunain yn y gwaith.

Ein Gwerthoedd



Gweithio Gyda'n Gilydd



Urddas a Pharch



Ymrwymiad i Ofal a Chefnogaeth o Safon



Dysgu ac Adlewyrchu



Gair gan ein Prif Weithredwr

Am flwyddyn wych i Adferiad!

Rydym wedi parhau i ddarparu gwasanaethau o safon uchel sy'n canolbwyntio ar y person ar draws Cymru, ac yn Parkland Place sydd newydd ei ddatblygu yn Swydd Gaerhirfryn, ac wedi gweld twf sylweddol ac ystyrlon yn ein gwasanaethau. Rydym wedi mabwysiadu modelau gwasanaeth newydd ac wedi datblygu prosiectau newydd megis Llys Glan-yr-Afon, sy'n ymddangos yn yr adroddiad hwn, ac rydym wedi buddsoddi yn ein cyfleusterau a'n cynigion digidol.

Mae cenhadaeth Adferiad mor bwysig ag erioed yn ystod y cyfnod hwn o heriau ariannol, a chyda digwyddiadau ar lefel byd yn effeithio ar gymaint o bobl, y bobl mwyaf difreintedig sy'n cael eu methu yn aml. Trwy ein hymgyrchu a'n materion cyhoeddus eleni, mae Adferiad wedi cyrraedd cynulleidfaoedd anferth, wedi codi ymwybyddiaeth, ac wedi adrodd ac ail-adrodd y straeon positif am adferiad.

Gwyddom y bydd 2023/24 yn parhau i fod yn heriol gyda phwysau ar gyllid yn golygu y bydd awdurdodau lleol a'r GIG o dan straen ychwanegol, ond byddwn yn parhau i ddarparu'r gefnogaeth sydd ei angen i bobl i fyw mor annibynnol a chystal ag y gallant.

Hoffwn ddiolch i'n tîm hynod, sydd wastad yn fy ngwneud mor falch i'w gweld yn gweithio gyda, yn cael hwyl gyda, ac yn newid ac achub bywydau cymaint o bobl. Hefyd, ein gwirfoddolwyr sydd mor hael gyda'u hamser i ddarparu cymaint o werth ychwanegol i bopeth a wnawn, ac, wrth gwrs, i'n Hymddiriedolwyr am eu cefnogaeth a'u harweiniad.

Alun Thomas
Prif Weithredwr



Gair gan ein Cadeirydd Ymddiriedolwyr

Rwyf yn falch i rannu'r adroddiad hwn gyda chi, adroddiad sy'n nodi perfformiad rhagorol parhaus ein helusen, yn aml o dan yr amgylchiadau mwyaf heriol. Mae Adferiad wedi gweithio gyda tua 9% yn fwy o bobl eleni na'r llynedd, er gwaethaf gorfod brwydro gyda gostyngiad mewn arian ac adnoddau o lawer o'r cyrff cyllido.

Mae ein cenhadaeth yn un syml – rydym yn ceisio grymuso newid positif ym mywydau pobl sy'n wynebu cyflyrau iechyd cymhleth ac amgylchiadau cymdeithasol heriol, pobl sydd ddim yn cael eu gweld a'u clywed yn aml, drwy ystod o wasanaethau, ymgyrchoedd, a chefnogaeth a ddarperir gan staff medrus, profiadol, a gwirfoddolwyr. Agwedd allweddol o hyn yw i gefnogi pobl i mewn i weithgareddau cynhyrchiol, yn enwedig cyflogaeth, hyfforddiant, gwirfoddoli, ac addysg. Gweithiwn gyda phobl ar bob rhan o'r daith honno, ac rwy'n credu'n gryf y gellir cynyddu teimladau o hunan-werth a phositifrwydd llawer o bobl drwy ddarparu'r cyfleoedd cywir ar eu cyfer. Wrth gwrs, nid yw pawb yn barod ar gyfer yr holl opsiynau hyn, ond gwyddom pan fydd pobl yn cael eu hymgysylltu, eu cefnogi, eu mentora, a'u gwerthfawrogi, fod eu bywydau'n cael eu gwella, neu hyd yn oed eu hachub. Rydym hefyd yn bartneriaid allweddol i'r rhai hynny sy'n bellach i ffwrdd o gyflogaeth, yn ein gwasanaethau triniaeth, cefnogaeth a gofal, gan sicrhau fod pawb sydd angen ein help yn derbyn cymorth trugarog, gofalgar, a dibynadwy gan weithlu sydd wedi'i hyfforddi'n dda, sy'n cael ei gefnogi'n dda, ac sy'n derbyn gofal da. Mae Adferiad yn gweithredu Cadw'n Iach – Keeping Well: gwasanaeth sy'n cefnogi ein tîm staff gyda cymaint o'r materion sy'n effeithio ar eu gallu i helpu eraill. Mae'r gwasanaeth hynod hwn yn darparu cefnogaeth emosiynol, ymarferol, ac ariannol i'r tîm ar sail gyfrinachol a hynod broffesiynol ac rwy'n falch o gadeirio sefydliad sy'n parchu'r rhai hynny sydd allan bob dydd yn cyflawni rolau mor gymhleth.

Rwyf wrth fy modd yn bersonol i nodi parhad y Gwasanaeth Di-Waith Cyfle Cymru sy'n llwyddiannus iawn, gwasanaeth a ariennir erbyn hyn gan Lywodraeth Cymru. Roedd hyn, i ran helaeth, yn ffactor allweddol yn natblygiad Adferiad ac ar gyfer cymaint o'n buddiolwyr.

Bu hon hefyd yn flwyddyn ble roedd rhai o'n Hymddiriedolwyr a chydweithwyr sefydlu yn teimlo ei bod yn amser i ymddeol o'r sefydliad, ac fe ddiolchwn iddynt oll am yr hyn a ddaethant i Adferiad. Croesawn wynebau newydd hefyd, a hynny ar lefel bwrdd, a'n tîm o staff a gwirfoddolwyr rhagorol, ac mae'n gyfle i mi ddiolch i bawb sydd wedi cyfrannu i'w gwneud yn flwyddyn mor wych i Adferiad.

Clive Wolfendale
Cadeirydd Ymddiriedolwyr

Ein Strategaeth

Yn Adferiad, cawn ein harwain gan leisiau, profiadau, a dyheadau'r unigolion anhygoel sydd wedi byw drwy'r heriau rydym yn anelu i fynd i'r afael â hwy. Mae ein strategaeth 2022-2025 yn fwy na chynllun; mae'n dystiolaeth o ddoethineb a dirnadaeth y rhai hynny sydd wedi cyfrannu i, a pharhau i siapio, ein gwerthoedd, ein huchelgeisiau a'n cenhadaeth.

Mae Adferiad nawr yn un o'r sefydliadau mwyaf a mwyaf dylanwadol yn ein maes ar draws Cymru a Lloegr, ac mae'r strategaeth hon yn gosod allan ein huchelgais i amddiffyn a gwella bywydau, i gefnogi a chynorthwyo teuluoedd a gofalwyr, i ddwyn awdurdodau cyhoeddus i gyfrif, ac i fod y cyflogwr o ddewis. Mae gennym hanes hir a chlodwiw o gael ein harwain gan ein buddiolwyr, o gael ein hadnabod fel lle ardderchog i weithio, ac o fod yn ddarparwyr ac eiriolwyr o safon uchel. Dros y dair blynedd nesaf byddwn yn gwthio ein hunain i fod y gorau yn yr hyn rydym yn ei wneud, i adnabod a chefnogi'r rhai hynny sydd â'r angen mwyaf, ac i arwain ac annog trafodaeth a deialog ynghylch cyfiawnder cymdeithasol.

Ein Hamcanion Pobl

Atyniad – datblygu gwell pecyn o dermau ac amodau sy'n alinio'r tîm cyfan ar ôl yr uno 2022/23.

2022/23 - Daethom yn gyflogwr cyflog byw go iawn y Living Wage Foundation!

Datblygiad – Staff a Gwirfoddolwyr i gwblhau'r holl gyrsiau a ddyrennir yn flynyddol ac i ddangos o leiaf 80% o foddhad.

2022/23 – 100% o'n staff a gwirfoddolwyr yn fodlon gyda'n hyfforddiant.

Cefnogaeth – Arolwg blynyddol staff i ddangos o leiaf 80% o foddhad cyffredinol.

2022/23 – Dywedodd 89% o'n staff eu bod yn fodlon yn rôl eu swydd.

Cadw staff – gwaith gydag undebau cydnabyddedig i ddarparu gweithle iach a phositif.

2022/23 – Mynychodd UNISON ein digwyddiadau allweddol i staff.

Amcanion Ein Gwasanaeth

Ymgysylltiad gyda Rhanddeiliaid – arolygon blynyddol yn dangos dros 80% o'r adborth yn bositif.

2022/23 – Dywedodd 89% o'n cleientiaid eu bod yn fodlon gyda'r gwasanaeth roeddent wedi ei dderbyn gan Adferiad.

Gwasanaethau Safon Uchel –gweithredu'r safon ISO 9001:2015 ar draws ein gwasanaethau.

2022/23 – Roeddem yn llwyddiannus gydag ail-ardystio ISO 9001:2015.

Ein Hamcanion Ymgyrchu

Ymgyrchu – Cynnal digwyddiadau ymgyrchu ym mhob un o 22 o siroedd Cymru ac yn Swydd Gaerhirfryn.

2022/23 – Cyrhaeddodd ein hymgyrch Dynol o Hyd bob un o 22 o siroedd Cymru a Swydd Gaerhirfryn.

Ymwybyddiaeth y Cyhoedd – Cynnal presenoldeb gweithredol yn y digwyddiadau Cymreig allweddol.

2022/23 – Roeddem yn bresennol yn Sioe Frenhinol Cymru a'r Eisteddfod Genedlaethol. Gwnaethom hefyd arolwg o'n tîm staff, ac o'r 227 ymateb, roedd 12% yn nodi eu hunain fel siaradwyr Cymraeg.

Ymwybyddiaeth Gwleidyddol – Ymateb i alw'r llywodraeth am dystiolaeth ar nifer o ardaloedd o arbenigedd.

2022/23 - Cyfrannu i nifer o ymgynghoriadau allweddol, yn cynnwys y Strategaeth Iechyd Meddwl i Gymru nesaf, wedi ei lywio gan ein harbenigwyr ac ymchwil fewnol.

Ein Hamcanion Cynaliadwyedd

Cynaliadwyedd – Cynnal Mapio Carbon

2022/23 – Cwblhawyd ein map carbon, ac anelwn i fod yn sero net erbyn 2030.



Ein Gwaith Cadarnhau Hawliau

Fel sefydliad sy'n cadarnhau hawliau, anelwn i amddiffyn unigolion drwy hyrwyddo cydraddoldeb ac amrywiaeth, cael gwared o wahaniaethu uniongyrchol, ac amddiffyn a hyrwyddo hawliau dynol pobl.

Credwn fod gennym gyfrifoldeb moesol i wneud mwy na chyrraedd y safonau gofynnol yn unig. Fel sefydliad sy'n eirioli dros achosion pwysig ac yn gwasanaethu i gymuned amrywiol, rydym wedi ymrwymo i fynd ymhellach.

Dechreuodd ein gwaith cadarnhau hawliau ffurfio ym Medi 2021, pan ymrwymodd Ymddiriedolwyr Adferiad i drawsnewid ein sefydliad i un sy'n weithredol yn cynnal a hyrwyddo hawliau ei holl fuddiolwyr. Dros y dair blynedd nesaf, byddwn yn cyflwyno rhaglen gyda'r amcanion a ganlyn:

1. Sefydlu safonau ymddygiad a gwerthoedd ar draws y sefydliad.
2. Addysgu a chefnogi staff a gwirfoddolwyr.
3. Cydweithio gyda sefydliadau eraill i sicrhau fod Adferiad yn gynhwysol i bawb.
4. Eirioli dros a herio gwahaniaethu neu anfantais ym mhopeth a wnawn.

Ym Medi 2022, mynychodd nifer o uwch aelodau staff ein Cynhadledd Cadarnhau Hawliau yng Nghaerdydd. Pwrpas y Gynhadledd oedd i drafod syniadau am sut y gall Adferiad ddod yn sefydliad sy'n cadarnhau hawliau. Yn dilyn o'r gynhadledd, mae'r flwyddyn hon wedi gweld penodiad rheolwr prosiect cadarnhau hawliau a sefydlu tri grŵp ffocws, wedi eu selio ar y 9 nodwedd gwarchodedig.

Adferiad



Fel rhan o'n hymrwymiad i ddod yn sefydliad sy'n cadarnhau hawliau o fewn y dair blynedd nesaf, rydym wedi gwneud cynnydd sylweddol drwy 2022-23 yn y ffyrdd a ganlyn:

- Rydym yn gweithio tuag at ennill ein Ardystiad Cymhwysedd Diwylliannol gan Diverse Cymru.
- Datblygwyd basbort cynhwysiant gweithiwr i helpu i wella profiad cyflogai Adferiad yn y gweithle trwy eu galluogi i rannu eu gwahaniaethau unigol, eu hamgylchiadau personol, hunaniaeth rhyw, arferion crefyddol, a chyfrifoldebau gofalu gyda'u rheolwr.
- Rydym wedi cyflwyno'r opsiwn i'r holl staff weithio ar ŵyl y banc ac i gymryd diwrnod i ffwrdd ar adeg arall. Mae hyn i gydnabod bod gwyliau'r banc yn aml yn gysylltiedig â dathliadau Cristnogol, ac felly'n galluogi pobl i ddefnyddio'r dyddiau gwyliau hyn yn ôl eu dewis.
- Daethom yn aelodau o Inclusive Employers, prif sefydliad aelodaeth y DU ar gyfer cyflogwyr sydd am adeiladu gweithleoedd cynhwysol.
- Cawsom gynhadledd yng Nghaerdydd i rannu syniadau ar sut i ddod yn sefydliad sy'n cadarnhau hawliau.
- Rydym wedi cynnal digwyddiad hyfforddiant i'r holl staff yn canolbwyntio ar waith cadarnhau hawliau. Bu'r staff yn cymryd rhan mewn hyfforddiant a chael y cyfle i drafod gwahanol astudiaethau achos a ffyrdd priodol o weithio. Derbyniodd y diwrnod adborth ardderchog gan bawb oedd yn bresennol.
- Rydym wedi cyflwyno ardal cadarnhau hawliau yn SharePoint ble gall staff gael mynediad i wybodaeth. Caiff yr ardal yma ddiweddariadau rheolaidd gyda gwybodaeth yn cynnwys diwrnodau dathliadau/ymwybyddiaeth penodol.



Oedran



Anabledd



Rhyw



Statws priodasol neu bartneriaeth sifil



Hil



Beichiogrwydd a mamolaeth



Cyfeiriadedd rhywiol



Crefydd neu gred



Ailbennu rhyw

Aelodaeth Adferiad

Rydym yn ymfalchïo mewn bod yn elusen a arweinir gan ei haelodau, sy'n rhoi lleisiau ein haelodau yn ganolog i'n holl weithredoedd. Drwy ddod yn aelod, byddwch yn dod yn rhan o lais a rennir Adferiad sy'n cwmpasu miloedd o bobl yng Nghymru a Lloegr sy'n wynebu ystod o gyflyrau iechyd ac amgylchiadau cymdeithasol cymhleth sy'n cyd-ddigwydd. Byddwch yn cyflawni rôl ganolog drwy wthio am newid, rhannu profiadau a helpu i siapio ein gwaith.

Golygai dod yn aelod o Adferiad y gallwch gymryd rhan ac y bydd eich llais yn cael ei glywed drwy siapio gwasanaethau'r dyfodol yn lleol, drwy Gymru, a thrwy'r Deyrnas Unedig. Cynrychiolir Adferiad ar nifer o grwpiau strategol Cymreig ac ar draws y DU sy'n cynrychioli lleisiau ein gofalwyr. Mae Llywodraeth Cymru a Llywodraeth y Deyrnas Unedig yn gwrando ar Adferiad, ond golygai mwy o aelodau fwy o lais, mwy o awdurdod a mwy o ddylanwad ble mae'n bwysig.

Does dim cost i ddod yn aelod, ond rydym wastad yn croesawu unrhyw gyfraniad sy'n mynd tuag at uchelgais a chenhadaeth yr elusen.

Buddion Aelodaeth

Cymorth Ymarferol

Mae Adferiad yn cynnig ystod eang o wasanaethau i'r rhai hynny sydd â phroblemau iechyd meddwl, caethiwed, materion sy'n cyd-ddigwydd / cymhleth ac anghenion corfforol, ac i'w teuluoedd a'u gofalwyr.

Adnoddau Cyfyngedig

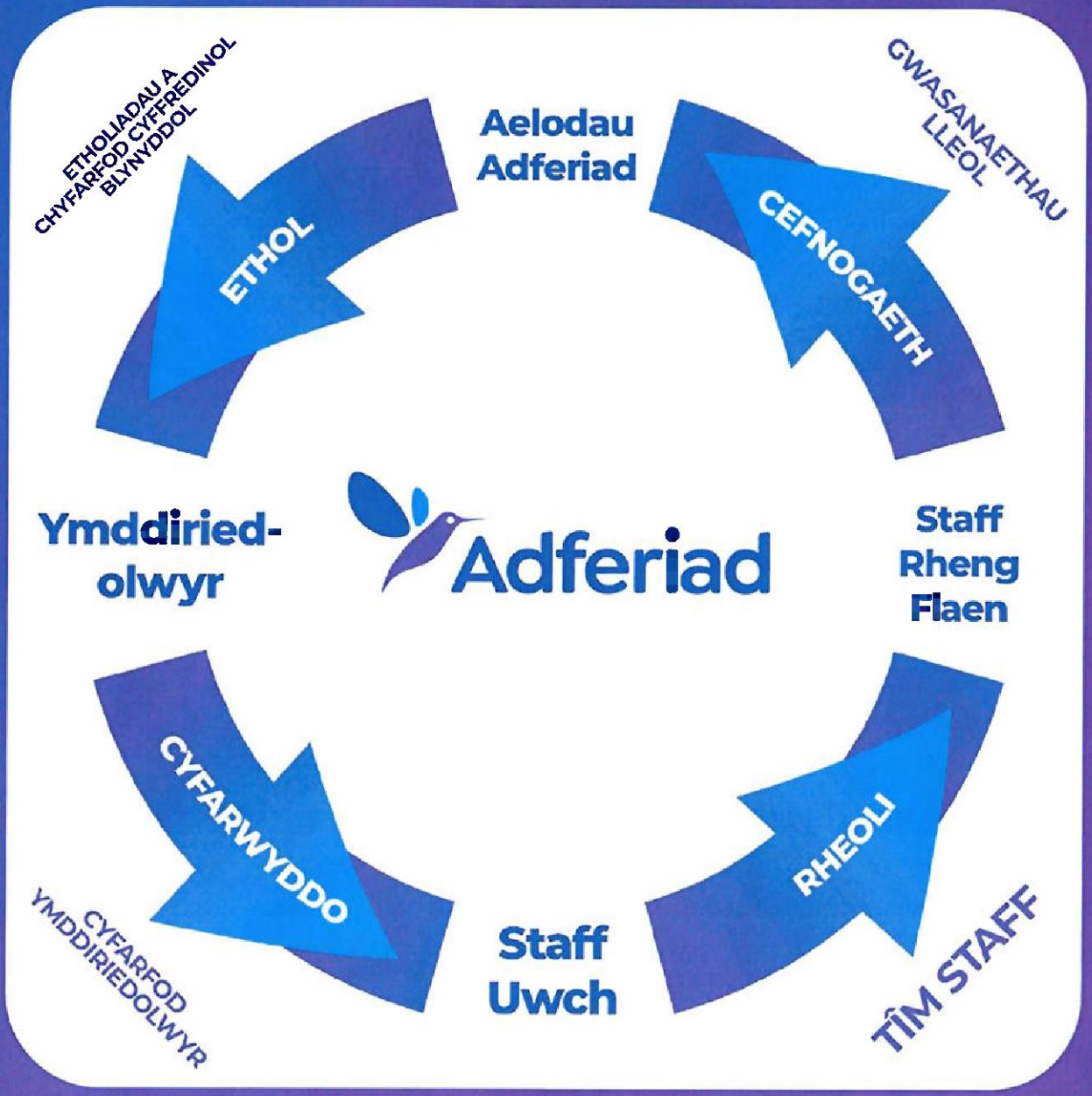
Fel aelod, byddwch yn derbyn adnoddau cyfyngedig, yn cynnwys newyddlen i aelodau, gwahoddiadau i'n digwyddiadau ymgyrchu lleol a chenedlaethol, ac adnoddau pellach. Cewch fynediad i'n 'Ardal Aelodau' trwy ein gwefan.

Cydgefnogaeth

Ledled Cymru, mae rhwydweithiau lleol Adferiad yn cynnig cefnogaeth, cymorth ymarferol, a'r cyfle i rannu profiadau, i wneud ffrindiau newydd ac i ymgyrchu. Mae'r aelodaeth yn dal y rhwydweithiau gyda'i gilydd ac yn rhoi llais i'r cyfranogwyr ar sut rydym yn symud ymlaen.

Llais

Caiff aelodau'r cyfle i gymryd rhan yn ein harolygon a'n grwpiau ffocws. Golygai hyn y byddwn yn gofyn am eich barn a'ch profiadau i godi ymwybyddiaeth yn ein cenhadaeth ac i godi proffil Adferiad. Gall aelodau hefyd ethol Ymddiriedolwyr a chael y cyfle i ddod yn Ymddiriedolwr o dan gyfansoddiad Adferiad, sy'n golygu fod y bobl sy'n derbyn ein gwasnaethau yn llywodraethu'r tîm staff sy'n darparu'r gwasanaethau hynny.



Dewch yn Aelod!

Ein Staff

Credwn fod hapusrwydd a llesiant ein cyflogai yn rhan annatod o lwyddiant Adferiad. Fel sefydliad sy'n gwerthfawrogi ei bobl, rydym yn ymrwymo i sicrhau amgylchedd gwaith sy'n bositif ac yn foddhaus ar gyfer pob aelod o'n tîm.

Wrth i Adferiad barhau i dyfu, mae'n bwysig ein bod yn monitro nid yn unig sut rydym yn ei wneud o safbwynt ein defnyddwyr gwasanaeth, ond o safbwynt mewnol staff. A chyda thîm o 671 o gyflogai, sy'n dal i gynyddu, mae'n amlwg bod llawer o leisiau i'w clywed!

Yn ysbryd meithrin amgylchedd sy'n ffynnu ar ddeialog agored a thwf parhaus, eleni fe benderfynon ni gynnal arolwg o'r holl staff i ddarganfod sut beth yw bod yn un o weithwyr Adferiad go iawn. Roeddem eisiau clywed yn uniongyrchol gan y bobl hynny sy'n gyrru ein sefydliad ymlaen gyda'u gwaith caled a'u hymroddiad ac i ddysgu o'r mewnwelediadau maent yn eu cynnig. Rhoddodd yr arolwg y cyfle i'r holl staff i rannu eu syniadau ar weithio i Adferiad gan eu hannog i rannu profiadau positif a chynigion adeiladol.

Canfyddiadau'r Arolwg Staff

Roedd gan **53%** brofiad byw o broblemau iechyd meddwl

Roedd gan **26%** brofiad byw o gaethiwed

Roedd **18%** o'r staff yn ofalwyr

Dywedodd **89%** o'r staff eu bod yn hapus yn eu rôl bresennol

Roedd **95%** o'r staff yn cyd-dynnu yn dda gyda'u cydweithwyr

Roedd **82%** o'r staff yn fodlon gyda'r cyfleoedd hyfforddiant a datblygiad a gynigiwyd iddynt

Nododd y staff ein cynllun prynu a gwerthu gwyliau blynyddol fel y budd mwyaf gwerthfawr oedd ar gael iddynt, gyda sgôr cyfartalog o **3.83/5**

Fel lle i weithio, derbyniodd Adferiad sgôr cyfartalog o 4.1 seren allan o 5

Adferiad

Yr hyn a ddywedodd ein staff oedd y pethau gorau am weithio i Adferiad

Teimlo'n rhan o dîm

"Ers ymuno ag Adferiad rwyf wedi derbyn croeso cynnes ac yn teimlo fel aelod gwerthfawr nid yn unig o'n tîm prosiect, ond yn Adferiad yn ei gyfanrwydd."

"Pobl hyfryd sy'n gwneud i chi deimlo eich bod yn cael eich gwerthfawrogi."

"Cefnogaeth a chyfeillgarwch ei aelodau staff."

Cyflawniad personol a boddhad swydd

"Gallu gwneud swydd fy mreuddwydion."

"Gweithio mewn sector ble mae gennych y gallu i wneud newidiadau positif i fywydau pobl sydd wir ei angen."

"Gweld y canlyniad pan fyddwch wedi gweithio'n dda gyda defnyddiwr gwasanaeth."

Cyfleoedd i dyfu

"Rwy'n hoffi bod digon o gyfleoedd i staff i arallgyfeirio."

"Cyfleoedd dysgu a datblygiad proffesiynol gwych."

"Y cyfleoedd i dyfu yn eich rôl a'ch gyrfa."

Helpu pobl

"Cefnogi a helpu eraill i wneud newidiadau positif."

"Gwneud gwahaniaeth i fywydau pobl."

"Mae helpu cleientiaid a defnyddwyr gwasanaeth gyda'u hiechyd meddwl yn rhoi boddhad mawr."

Tystebau Staff

- "Cwmni ardderchog gyda gwerthoedd a gweledigaeth wych!"
- "Teimlaf fy mod wedi tyfu dros y flwyddyn ddiwethaf, mewn llwybr gyrfa na welais fy hun erioed yn ei gymryd. Mae'r gred mae eraill wedi ei roi ynof wedi rhoi'r dewrder i mi i ddatblygu fy sgiliau a thyfu."
- "Mae'n braf gweld bod ein lles yn uchel ar yr agenda."
- "Y sefydliad gorau rwyf wedi gweithio iddo."
- "Rwy'n gweithio gyda phobl anhygoel, cefnogol sy'n gwneud pob dydd yn fuddiol."
- "Mae'n teimlo fel lle derbyngar iawn i weithio ac rwy'n teimlo'n ffodus fy mod wedi dod o hyd iddo."

Rhoddodd yr arolwg nid yn unig fewnwelediadau hynod werthfawr i ni, ond tynnodd sylw hefyd at feysydd i'w dathlu ac i'w gwella. Mae hyn yn ein galluogi i osod targedau ar gyfer y flwyddyn nesaf i sicrhau gwelliannau parhaus ar gyfer ein gweithwyr i gyd.

Datblygiad y Gweithlu

Mae gan Adferiad a'i sefydliadau rhagflaenol enw da ers tro am ddarparu hyfforddiant o safon uchel mewn Defnydd Sylweddau a Iechyd Meddwl.

Bu'r flwyddyn 2022-23 yn arbennig o gyffrous gan bod y galw am ein cynigion hyfforddiant mewnol ac allanol wedi cynyddu. Tra bu ein prif ffocws ar ddatblygiad ein gweithlu, rydym hefyd wedi darparu cyrsiau hyfforddiant wedi eu teilwra ar gyfer gweithwyr proffesiynol allanol. Mae'r gair da ynghylch ansawdd ein hyfforddiant wedi cyfrannu at ymchwydd mewn ymholiadau ac archebion hyfforddiant.

Eleni, rydym wedi cynnig mwy o gyrsiau i'n staff nag erioed o'r blaen ac wedi ehangu portffolio'r hyfforddiant sydd ar gael. Roedd y detholiad ehangach yn cynnwys cyrsiau ar 'Iechyd Meddwl yn y Gweithle', 'Rheoli Perfformiad Tîm' a 'Cynnal Ymchwiliadau Proffesiynol', a cafodd pob un ohonynt dderbyniad da fel rhan o'n rhaglen reoli newydd.

Hyfforddiant Mewnol

4,692 Awr
o hyfforddiant wedi ei ddarparu

3,677
o e-gyrsiau wedi eu cymryd

100%
o'r mynychwyr yn cymeradwyo'r hyfforddiant ac yn mynegi eu bodlonrwydd gyda safon yr hyfforddiant a ddarparwyd

Adborth

"Hyfforddwr gwych, ac rwyf wastad wedi dod oddi-yno yn teimlo'n fwy gwybodus. Mae ei steil rhyngweithiol yn gwneud yr hyfforddiant yn bleserus iawn."

"Roedd yr hwylusydd yn wych, gyda gwybodaeth ragorol o'r pwnc. Roedd y cwrs wedi ei osod allan yn dda iawn."

"Diolch am ddarparu plethora o wybodaeth berthnasol ar draws nifer o sectorau. Mae'r wybodaeth a'r ddealltwriaeth sydd gennych am yr holl bynciau rydych chi'n eu cyflwyno yn rhoi amgylchedd dysgu deinamig i ni sydd ddim yn llinog ac undonog. Diolch eto am eich sgyrsiau huawdl a'ch presenoldeb fel cyswllt diogelu."

Hyfforddiant Allanol

Yn Adferiad, rydym yn falch o gynnig Rhaglen Datblygu Gweithlu sy'n rhoi mynediad i ystod o gyrsiau rhad ac am ddim, sydd wedi eu hariannu'n llawn gan Fwrdd Cynllunio Camddefnydd Sylweddau Ardal Gogledd Cymru a'i bartneriaid. Darperir y cysiau gan hyfforddwyr Adferiad, rhai ohonynt wedi'u hachredu. Mae'r cyrsiau i gyd yn rhad ac am ddim i bob sefydliad ar draws chwe sir Gogledd Cymru. Wrth edrych ymlaen, mae'n gyffrous ein bod yn ehangu ein darpariaeth hyfforddi ar draws Gogledd Cymru ac yn croesawu cyfleoedd i weithio ochr yn ochr gyda llawer mwy o sefydliadau.

"Mwynheais y cwrs lefel dau, dau ddiwrnod, a ddarparwyd wythnos ar wahân, yn fawr iawn. Roedd cynnwys a strwythur y cwrs wedi ei wneud mewn trefn rhesymegol gyda phob tasg yn adeiladu tuag at y nesaf. Roedd y deunyddiau'n gyfredol ac yn berthnasol iawn."

Wrth i ni symud ymlaen i mewn i 2023-24, rydym yn ehangu ein cynnig o gyrsiau achrededig i'r sefydliadau partner, gan ddarparu ystod ehangach o ddewis ar eu cyfer. Hefyd, rydym yn diweddaru ein cyrsiau presennol i gyd-fynd â'r tueddiadau esblygol mewn defnydd sylweddau. Er mwyn diwallu'r anghenion hyn, rydym wedi cyflwyno cyrsiau newydd megis 'Vaping & E-Cig', 'Hunan Esgeuluso' a 'Gweithio Mewn Partneriaeth'. Rydym hefyd wedi gwella ein cyrsiau presennol, gan ymgorffori trosolwg o becyn cymorth TrACE i'n hyfforddiant Profiadau Niweidiol yn Ystod Plentyndod (ACE). Mae'r adborth cychwynnol gan y comisiynydd wedi bod yn hynod gadarnhaol, gan gadarnhau gwerth ein hymdrechion.

Yn ogystal â'n cynigion hyfforddiant allanol safonol, rydym hefyd yn darparu hyfforddiant wedi'i deilwra i sefydliadau partner yn seiliedig ar eu ceisiadau penodol. Un enghraifft nodedig o hyn oedd ein tendr llwyddiannus yn ddiweddar i ddarparu hyfforddiant 'Ymwybyddiaeth Hunanladdiad – Hyfforddi'r Hyfforddwr' i staff a phreswylwyr HMP Berwyn yn Wrecsam. Fe wnaethom ddatblygu sesiwn hyfforddi gynhwysfawr yn y Gymraeg a'r Saesneg, a gynhaliwyd bedair gwaith.

Y nod oedd i roi'r wybodaeth a'r sgiliau angenrheidiol i'r cyfranogwyr i ddarparu rhaglen ymwybyddiaeth hunanladdiad o fewn y carchar, er budd eu cymheiriaid a'u cydweithwyr.

Comisiynodd Heddlu Gogledd Cymru ddatblygiad Rhaglen Addysg Ymwybyddiaeth Alcohol a Rhaglen Addysg Defnydd Sylweddau newydd. Er mwyn sicrhau gweithrediad effeithiol, cynhaliwyd dau gwrs 'Hyfforddi'r Hyfforddwr' i gefnogi staff Heddlu Gogledd Cymru i gyflwyno a defnyddio'r rhaglenni newydd. Yn ogystal, darparwyd sesiwn hyfforddiant Rheoli Dicter i ategu'r ddwy raglen. Dangosodd yr adborth o'r digwyddiad 3 diwrnod lefelau bodlonrwydd uchel, gyda phob ardal yn cael eu sgorio'n 100%.

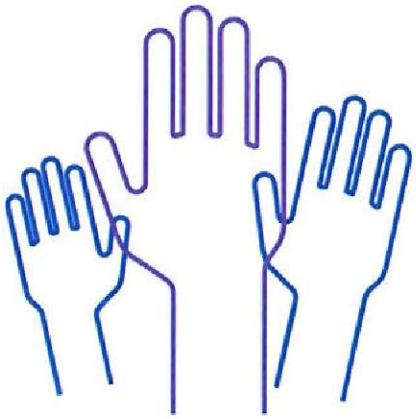
"Roedd y tiwtor yn broffesiynol, yn hynod wybodus a'i brwdfrydedd yn heintus. Roedd hyn yn creu arddull dysgu hamddenol, o ystyried deunydd y pwnc all fod yn eithaf emosiynol ar adegau."

Yn y flwyddyn sydd i ddod, mae'r tîm hyfforddi wedi ymrwymo i wella arbenigedd y tîm ac i feithrin mwy o "arbenigwyr" all rannu eu gwybodaeth a'u sgiliau gyda chydweithwyr. Cyflawnir hyn drwy gyrsiau "Hyfforddi'r Hyfforddwr" ychwanegol a mentrau mentora. Cynhelir ein hyfforddiant gan hyfforddwyr profiadol sy'n cadw i fyny â thueddiadau cyfredol, ymchwil, ac arferion sy'n seiliedig ar dystiolaeth. Rydym yn ymroddedig i ddatblygiad parhaus ac i ddarparu hyfforddiant o ansawdd uchel.

Ein Gwirfoddolwyr

Mae gwirfoddolwyr yn chwarae rôl hanfodol o fewn Adferiad, gan gyfrannu'n sylweddol i'n gwasanaethau, i'n cleientiaid a'n staff. Maent yn gweithredu fel aelodau gwerthfawr o'n tîm, yn ein cynrychioli ac yn eirioli dros bŵer trawsnewidiol gwirfoddoli. Mae'r gwirfoddolwyr yn helpu i liniaru llwyth gwaith ein staff yn sylweddol, boed hynny drwy helpu gyda thasgau gweinyddol, neu'n hwyluso gweithgareddau grŵp.

Ond beth sy'n gwneud ein gwirfoddolwyr ni'n arbennig yw eu persbectif unigryw. Mae gan lawer o'n gwirfoddolwyr brofiad personol o ddefnydd sylweddau a heriau iechyd meddwl, sy'n eu galluogi i sefydlu cysylltiadau dwfn gyda'n defnyddwyr gwasanaeth. Yn ogystal, mae ein gwirfoddolwyr yn profi ymdeimlad o gyflawniad wrth iddynt gael effaith bositif ar eraill, sy'n gwella eu llesiant eu hunain.



Mae'r diddordeb mewn gwirfoddoli wedi cynyddu'n fawr eleni, a'r rhifau'n brawf o hynny:

- Dros y flwyddyn ddiwethaf, helpodd 85 o wirfoddolwyr i gefnogi ein gwasanaethau.
- Fe helpodd y gwirfoddolwyr hyn i gefnogi 35 o'n gwasanaethau ar draws Cymru a Swydd Gaerhirfryn
- Roedd hyn yn gyfanswm o 4,974 o oriau gwirfoddolwyr wedi eu rhoi i Adferiad

Ar hyn o bryd mae gennym 100 o wirfoddolwyr gweithredol ac 18 o wirfoddolwyr sy'n cysgodi staff yn weithredol i ddysgu mwy am y gwaith ardderchog rydym yn ei wneud.

Mae ein gwirfoddolwyr yn cyfrannu'n sylweddol i'n sefydliad a'i wasanaethau, gyda rhai ohonynt yn cael eu cyflogi gennym ni'n nes ymlaen. Yn ystod y flwyddyn gyfredol, mae 23 gwirfoddolwr wedi cael eu cyflogi gan Adferiad, gan sicrhau swyddi fel cymorthyddion adferiad, cwnselwyr yn ein gwasanaeth Cyfle Cymru, oedolion addas, a mentoriaid cymheiriaid o fewn ein tîm. Mae'r cynnydd hwn nid yn unig yn galonogol, ond hefyd yn amlygu ein gwerthfawrogiad o'u brwdfrydedd a'u hymroddiad parhaus.

Academi Adferiad

Eleni, mae Academi Adferiad wedi cyrraedd carreg filltir newydd. Cwblhaodd 20 unigolyn ein cwrs hyfforddiant dwys 12 wythnos achrededig gan ennill ardystiad Lefel 2 mewn Deall Camddefnydd Sylweddau. Ond nid dyma ddiwedd y stori – rhoddwyd y wybodaeth a'r sgiliau roedd ein gwirfoddolwyr wedi eu hennill ar waith yn ystod profiad gwirfoddoli 10 wythnos yng nghalon gwasanaethau amrywiol Adferiad.

Mae effaith y gweithgaredd diweddar hwn yn dweud llawer – mae dau o'n gwirfoddolwyr wedi sicrhau cyflogaeth gydag Adferiad ers hynny, gydag wyth yn parhau i roi o'u hamser a'u doniau

fel gwirfoddolwyr ymroddedig o fewn ein gwasanaethau.

Beth sy'n gosod Adferiad ar wahân yw ei genhadaeth unigryw – i bontio'r bwlch ar gyfer y rhai hynny sy'n edrych am yrfa yn y drydedd sector. Boed chi'n cyrraedd gyda'r cymwysterau ond diffyg profiad, neu'n dod â phrofiadau byw sydd eto i'w defnyddio mewn lleoliad proffesiynol, bydd croeso cynnes i chi yn Academi Adferiad. O fewn yr Academi, nid yn unig bydd cyfranogwyr yn ennill y cymwysterau maent eu heisiau, byddant hefyd yn ennill profiad amhrisiadwy yn y byd go iawn o fewn ein gwasanaethau ar draws Cymru. Nid yw Academi Adferiad yn ymwneud â hyfforddiant yn unig; mae hefyd am drawsnewid bywydau a grymuso'r dyfodol.

Wythnos y Gwirfoddolwyr

Cawsom amser gwych yn dathlu ein gwirfoddolwyr yn ystod ein Wythnos Gwirfoddolwyr eleni. Cafodd ein holl wirfoddolwyr eu cydnabod am eu hymdrechion a'u hymroddiad i Adferiad a'u rheolwyr gwasanaeth dros y flwyddyn, gan dderbyn tystysgrifau a gwobrau. Cydnabyddwyd lawer o'r gwirfoddolwyr hefyd am eu hymdrech i wirfoddoli yn eu siroedd a chawsant eu gwobrwyo mewn cyflwyniad gan lywodraethwyr lleol. Llongyfarchiadau i'n holl wirfoddolwyr a diolch enfawr i chi am eich hymrwymiad a'ch hymroddiad!

"Rwyf wedi mwynhau gwirfoddoli gydag Adferiad yn fawr. Mae'n awyrgylch gwirioneddol bositif and mae'n hynod werthfawr i gefnogi'r grŵp ar eu taith adferiad. Mae'r staff yn gefnogol iawn a bob amser ar gael i ateb unrhyw gwestiynau sydd gen i. Mae'n glir iawn eu bod yn gofalu'n wirioneddol am bob unigolyn."

"Rwyf wedi dod i adnabod cymaint o bobl anhygoel, drwy gerdded ar hyd cymaint o wahanol lwybrau bywyd – mae'n hyfryd gallu rhoi rhywfaint o'n amser i helpu, a rwy'n cael cymaint yn ôl. Mae'n hyfryd gallu rhoi rhywbeth yn ôl i'n nghymuned."

"Roeddwn yn chwilio am rolau gwirfoddoli, gan ddod o hyd i Adferiad drwy fy mhrifysgol. Roedd yr Academi wedi ei strwythuro mor dda gyda hyfforddwyr yn rhoi 100%. Roedd pawb yn gyfeillgar ac fe agorodd yr Academi fy llygaid i nifer o opsiynau gyrfa eraill."

"Ni allech ddisgrifio budd gwirfoddoli mewn geiriau yn unig."

"Mae gwirfoddoli wedi fy helpu i ddysgu ac i ddeall mwy am weithio gydag eraill, mewn grwpiau, a sut i siarad gydag a chefnogi pobl. Mae wedi bod am gael hwyl a chwerthin. Rwyf wedi gwerthfawrogi'r gefnogaeth rwyf wedi ei dderbyn gan y tîm staff, sydd wedi fy helpu ar lefel bersonol hefyd. Mae'n gweithio'r ddwy ffordd, rhoi a derbyn. Mae gwirfoddoli'n rhoi'r ysgogiad a'r ymdeimlad o bwrpas i mi i fynd allan o'r tŷ, yn gwybod fy mod yn helpu pobl."

Y flwyddyn mewn rhifau.



17,774

o gleientiaid wedi eu cefnogi yn y flwyddyn ddiwethaf

21

cyfeiriad newydd bob dydd

168,327

ymgysylltiad gyda chleientiaid

773

o staff yn gweithio yn Adferiad

351

aelod staff newydd

Cyllid wedi ei sicrhau ar gyfer

26



cytundeb newydd...

...werth cyfanswm o

£15,597,353

72,465

ymwelydd i'n gwefan



30,628

ymweliad i'n proffil Twitter



27,000

o ddilynwyr ar draws y cyfryngau cymdeithasol

54,806

o bobl wedi eu cyrraedd drwy ein tudalennau cyfryngau cymdeithasol



Datblygiadau Gwasanaeth Newydd

Yn 2022-2023, llwyddom i sicrhau cyllid ar gyfer 26 contract, â chyfanswm gwerth o £15,597,353.34. Mae hyn yn cynnwys 11 estyniad neu ychwanegiad i gontractau presennol, a 14 contract neu wasanaeth newydd. Mae hyn yn cynnwys yr uchafbwyntiau a ganlyn:

Lansio Gwasanaethau Newydd

Llys Glan-Yr-Afon

Ein Cynllun Gofal Ychwanegol cyntaf, Llys Glan yr Afon, yn Y Drenewydd, Powys (48 gwely). Mae hwn yn wasanaeth 24-awr gyda 400 awr o ofal yn cael eu darparu'n wythnosol.

Cylchoedd Cefnogaeth ac Atebolrwydd

Y ni yw darparwyr Cymru ar gyfer prosiect Gwasanaeth Carchardai a Phrawf Ei Mawrhydi sy'n anelu i ddarparu cefnogaeth i oedolion agored i niwed sydd ar brawf.

Caniad Caerdydd a'r Fro

Mae hwn yn estyniad o'n model yng Ngogledd Cymru i ddarparu cefnogaeth i bobl sydd â phroblemau iechyd meddwl i fod yn rhan o gynllunio a darparu gwasanaethau.

Ymchwil i Gamblo gan Gyn-filwyr

Mae hon yn bartneriaeth arloesol newydd gyda Phrifysgol Abertawe i gynnal ymchwil in gamblo yn y gymdeithas cyn-filwyr ac i ddarparu 'wrap'.

24/7 Tai â Chymorth Iechyd Meddwl (Caerdydd)

Mae hwn yn gynllun pwrpasol sy'n darparu gefnogaeth i unigolion sydd â phroblemau iechyd meddwl ac anghenion gofal personol i fyw yn annibynnol.

Cefnogaeth cymorth yn ôl yr angen Tîm Iechyd Meddwl Cymunedol (Bro Morgannwg)

Ein gwasanaeth cymorth tai cyntaf ym Merthyr sy'n cynnig cymorth yn ôl yr angen yn y gymuned i bobl i gael mynediad i wasanaethau iechyd meddwl eilaidd i'w galluogi i gynnal eu tenantiaeth.

Gwasanaeth Tai 24/7 i'r rhai sy'n gadael Gofal (Merthyr)

Ein llety â chymorth penodol cyntaf ar gyfer pobl ifanc a phlant, a'n gwasanaeth tai cyntaf ym Merthyr i gefnogi plant a phobl ifanc sydd â phrofiad o ofal i fyw yn annibynnol.

Llety Byw â Chymorth 24/7 Abergorki (RCT)

Y gwasanaeth tai cyntaf yng Nghymru yn benodol ar gyfer pobl sydd â phroblemau defnydd sylweddau a iechyd meddwl sy'n cyd-ddigwydd. Mae hwn yn wasanaeth 24/7 i 5 person i fyw yn annibynnol yn RCT.

Budd-dal, Cyllid a Dyled (Cymru)

Wedi'i ddarparu mewn partneriaeth gyda St. Giles, mae'r gwasanaeth cyngor ariannol hwn ar gyfer pobl ar draws Cymru sydd o fewn y gwasanaeth prawf (wedi'i ariannu gan Wasanaeth Carchardai a Phrawf ei Mawrhydi).

Cadw Gwasanaethau Presennol

Y Gwasanaeth Di-Waith

Cadw ein gwasanaeth Di-Waith Cyfle Cymru i gefnogi pobl gydag anghenion defnydd sylweddau a iechyd meddwl i gael mynediad i hyfforddiant, addysg a chyfleoedd cyflogaeth.

Cefnogaeth Galwedigaethol Caerdydd

Parhad ein gwasanaeth cefnogi iechyd meddwl garddwriaethol a ddarperir ar dir Amgueddfa Sain Ffagan a gwasnaethau llywio cymdeithasol sy'n gweithredu ar draws Caerdydd.

Gwasanaeth Triniaeth Integredig Defnydd Sylweddau i Blant a Phobl Ifanc (Powys)

Parhad ein partneriaeth gyda Kaleidoscope sy'n darparu opsiynau triniaeth Haen 1-4 ar gyfer pobl sydd â phroblemau cyffuriau ac alcohol yn Mhowys. Mae Adferiad yn darparu'r gwasanaeth hwn yn benodol ar gyfer plant a phobl ifanc.

Ehangu'r Gwasanaeth

CAMFA (Plant a Phobl Ifanc)

Ehangu ein gwasnaeth Cwnsela a Chymhelliant ar gyfer Caethiwed yng Ngogledd Cymru i gynnwys darpariaeth cwnsela penodol ar gyfer rhai 16-18 oed.

Allgymorth Pendant Bae'r Gorllewin, Abertawe

Ehangu ein Gwasanaethau Triniaeth Defnydd Sylweddau Bae'r Gorllewin i gynnwys gweithiwr allgymorth pendant.

Gofod Cynnes ar gyfer Pobl o Gefndiroedd Ethnig Lleiafrifol (Caerdydd)

Grant bach gan y Grid Cenedlaethol i helpu pobl o gymunedau ethnig lleiafrifol yn Ngherdydd i gael mynediad i ofod cynnes a chefnogaeth i geisio am grantiau tlodi tanwydd.

Uchelbwyntiau ein Gwasnaethau

Gwasnaethau Cyfiawnder Troseddol

Mae Adferiad yn parhau i weithio yn y maes heriol hwn drwy wasanaethau lleol megis Ty'n Rodyn, Tŷ Adferiad, a'n gwaith gyda'r St. Giles Trust ar y gwasanaeth budd, cyllid a dyled, a thrwy ein Gwasanaeth Oedolyn Priodol yn ardaloedd Heddlu De Cymru, Dyfed Powys a Gwent. Mae ein gwasanaeth Dyfodol yn gweithredu o fewn carchardai statudol De Cymru a'n gwasanaeth mewngymorth i HMP Berwyn yn Wrecsam yn cyflawni deilliannau rhagorol.

Parhaodd Gwasanaeth Oedolyn Priodol Adferiad i ddarparu yn ardaloedd Heddlu De Cymru, Dyfed Powys a Gwent. Yn ystod 2022/23 rydym wedi darparu gwasanaeth i gyfanswm o 3,157 oedolyn agored i niwed yn ystod eu cadw a'u cwestiynu gan yr heddlu, ac wedi darparu hyfforddiant i 51 unigolyn ar draws Cymru. Yn ystod y cyfnod hwn rydym hefyd wedi cyflwyno pedair sgwrs allanol i brifysgolion ac awdurdodau lleol.

Roeddem yn falch iawn o fod wedi bod yn llwyddiannus mewn tendr gan y Weinyddiaeth Gyfiawnder i ddarparu rhaglen cylchoedd cefnogaeth ac atebolrwydd (Circles of Support and Accountability / COSA). Mae hon yn raglen ar gyfer Cymru gyfan sy'n mynd i'r afael ag ymddygiadau rhywiol niweidiol a bydd y ddarpariaeth yn cychwyn yn 2023/24.

Gwasnaethau Gofalwyr

Mae Adferiad wedi cael £147,787 ar gyfer gwasnaethau gofalwyr ar draws Sir Gaerfyrddin. Mae hwn yn ddatblygiad newydd a dendrwyd yn ddiweddar gan yr awdurdod lleol a disgwylir iddo ddechrau yn 2023/24

Gamblo Problemus

Yn Ionawr 2022, cafodd Adferiad grant GambleAware ar gyfer ei brosiect peilot i ddarparu adsefydlu preswyl ar gyfer oedolion sy'n cyflwyno gydag anhwylderau a chymhlethdodau gamblo. Mae hwn yn brosiect tair blynedd fydd yn ymestyn darpariaeth y National Gambling Treatment Service (NGTS) sydd wedi'i anelu at oedolion gyda phroblemau gamblo ac anhwylderau defnydd alcohol/ neu sylweddau.

Mae'r prosiect yn galluogi unigolion i reoli eu triniaeth eu hunain ac i symud ymlaen ar eu cyflymder eu hunain. Gall defnyddwyr gwasanaeth, ynghyd â'u teuluoedd a'u ffrindiau, gymryd rhan weithredol yn y broses cynllunio gofal, gan greu system sydd wedi ei theilwra ar gyfer y person mewn angen. Yn ystod y flwyddyn gyntaf o weithredu, derbyniodd y gwasanaeth hwn fwy na 140 o atgyfeiriadau.

Gwasanaethau Triniaeth

Mae Adferiad yn parhau i gynnig ystod eang o gefnogaeth i unigolion y mae'r defnydd o sylweddau'n effeithio'n negyddol ar eu bywydau, yn strategol ac yn y gymuned. Mae'r gwasanaeth yn gweithio'n agos gyda'n partneriaid, i ddarparu cymorth i'r rhai hynny dros 18 oed, gan ddarparu model gofal lleihau niwed sy'n seiliedig ar y model gofal Minnesota. Mae gweithredu rhaglen gyflym un i un lleihau niwed yn y maes NPT wedi cynyddu gallu'r gwasanaeth i ymateb i nifer uwch o atgyfeiriadau. Yn ystod 2022-2023, cefnogodd y gwasanaethau triniaeth ar draws Bae Abertawe 1000 o unigolion gyda mwy na 250 atgyfeiriad newydd yn uniongyrchol.

Gofal Cartref

Mae Adferiad Recovery yn darparu gwasanaethau gofal cartref ar draws Cymru. Mae'r rhain yn gymysgedd o wasanaethau yn ôl yr angen, cefnogaeth mewn llety a rennir ac, yn fwy diweddar, datblygu gwasanaethau gofal ychwanegol.

Yn 2022/23, roeddem yn llwyddiannus mewn datblygu gwasanaethau newydd yng Ngwasanaeth Byw â Chymorth Caerdydd, Gwasanaeth Byw â Chymorth Treorci, ac yn Llys Glan yr Afon, sy'n Gynllun Gofal Ychwanegol.

Rhaglenni Cyn-Filwyr

Mae ein gwaith gyda chyn-filwyr yn parhau ar draws Cymru gyda darpariaeth a mentora cymheiriaid drwy Change Step, a thrwy gefnogi grwpiau lleol a sefydliadau newydd fel partner strategol yn rhaglen 'Positive Pathways Programme' yr Armed Forces Covenant Fund Trust. Yn rhan o'r Veterans' Mental Health and Wellbeing Fund, mae'r rhaglen Positive Pathways yn ariannu prosiectau sy'n datblygu a chynnal gweithgareddau i gefnogi iechyd meddwl a llesiant cyn-aelodau'r lluoedd arfog, gan annog cyn-filwyr i fynd allan a bod yn weithgar. Fel rhan o'r rhaglen hon, mae Adferiad yn cefnogi sefydliadau llai i geisio am gyllid prosiect ac yn cefnogi ymgeiswyr llwyddiannus i gyflawni eu hamcanion.

Gwasanaethau Pobl Ifanc

Mae Adferiad yn darparu ystod o wasanaethau i bobl ifanc i'r rhai hynny sydd â phrofiad o iechyd meddwl, defnydd sylweddau a/neu y system gyfiawnder troseddol yng Nghymru.

Mae ein Gwasanaethau Defnydd Sylweddau i Bobl Ifanc ar gael i bobl ifanc sy'n profi, neu mewn perygl o brofi problemau gyda defnydd sylweddau. Mae ein Gwasanaethau Ymyrraeth Gynnar Mewn Seicosis yn cefnogi pobl ifanc a'u brodyr a'u chwiorydd drwy beth all fod yn amser dychrynllyd i'r teulu cyfan.

Yn newydd i bortffolio Adferiad, mae llety â chymorth 24 awr y dydd i blant a phobl ifanc ym Merthyr Tudful sy'n cefnogi pobl ifanc sydd â phrofiad o ofal i symud ymlaen i fyw'n annibynnol. Mae gennym hefyd y gontract ar gyfer yr Hyb Addysg Gamblo Gymreig gyntaf i blant a phobl ifanc. Mae'r gwasanaeth hwn wedi ei ddylunio i addysgu, i hyrwyddo'r gefnogaeth sydd ar gael, ac i gynnig gwybodaeth ar arwyddion cynnar caethiwed gamblo a'r niweidiau cysylltiedig mewn plant a phobl ifanc.

Trwy ein partneriaeth gyda Mental Health UK, rydym wedi darparu 171 o sesiynau cefnogaeth trwy ein rhaglen Bloom and Your Resilience ar gyfer plant a phobl ifanc mewn ysgolion, colegau, CAMHS a llwybrau rhagoriaeth mewn chwaraeon. O Ebrill 2023, rydym wedi cytuno i ehangu ein cylch gorchwyl i gefnogi grwpiau ieuenctid cymunedol, fydd yn sicrhau fod ein rhaglen yn hygyrch mewn nifer o leoliadau.

Rydym hefyd wedi bod yn llwyddiannus yn ymestyn ein gwasanaeth cwnsela CAMFA i blant a phobl ifanc dros 14 mlwydd oed yng ngogledd Cymru – gwasanaeth sydd wedi ei groesawu a sydd wir ei angen.

Uchelbwyntiau ein Gwasnaethau

Rhaglenni Cyflogaeth – Cyfle Cymru

Daeth y gwasanaeth hwn i ben yn ystod haf 2022, ond gyda gwaith rhagorol wedi ei wneud wrth ddatblygu cynigion newydd a dangos angen. Llwyddodd Adferiad i dendro am 5 o'r 7 lot yn y 'Gwasanaeth Di-waith' newydd a ariannwyd gan Lywodraeth Cymru a ddisodlodd y rhaglen a ariannwyd gan yr Undeb Ewropeaidd ddaeth i ben wedi Brexit.

Mae Adferiad yn arwain ar ddarparu prosiect raddfa fawr gan ein cyd-aelodau DACW ar draws pum ardal lot ar draws Cymru ac yn darparu'r rhaglen Cyfle Cymru'n uniongyrchol yng Ngogledd Cymru, gyda Kaleidoscope ym Mhowys, gyda Barod a Kaleidoscope yng Nghaerdydd a Bro Morgannwg, a chyda Barod yn y Bae'r Gorllewin a Dyfed. Mae'n parhau i fod y gwasanaeth mwyaf mae Adferiad erioed wedi ei ddarparu – yn nhermau ei werth a'i faint daearyddol.

Mae Gwasanaeth Di-waith Llywodraeth Cymru yn ariannu rhaglen sy'n adeiladu ar ein llwyddiant sylweddol wrth ddarparu ymyriadau mentora cymheiriaid effeithiol. Trwy fentora, hyfforddi, cefnogaeth cyflogaeth a gwirfoddoli, mae Cyfle Cymru'n anelu i helpu pobl sydd â phrofiad o gamddefnydd sylweddau ac anawsterau iechyd meddwl i gael i mewn i, neu yn agosach at, waith.

O ddechrau'r prosiect hwn yn Awst 2016 i ddiwedd y prosiect yng Nghorffennaf 2022, mae Cyfle Cymru wedi denu mwy na 13,000 cofrestriad ar draws y pum ardal lot. Darparwyd dros 268,570 awr o gefnogaeth, bron i 15,000 o gymwysterau achrededig ac anachrededig wedi eu dyfarnu ers i'r rhaglen gychwyn, 1,272 o bobl wedi eu cefnogi i mewn i gyflogaeth, gyda 2,495 yn ennill profiad o waith neu wirfoddoli a 5,365 o bobl yn derbyn cefnogaeth ar gyfer anghenion sy'n cyd-ddigwydd.

Gwasanethau Cleifion Mewnol a Phreswyl

Mae Hafan Wen – ein canolfan ddadwenwyno a thriniaeth sydd wedi'i hadeiladu'n bwrpasol yn Ysbyty Maelor Wrecsam, sy'n ddarparu gwasanaethau i gleifion o ar draws Gogledd Cymru drwy gytundeb tymor-hir gyda Bwrdd Iechyd Prifysgol Betsi Cadwaladr. Mae Hafan Wen, fel uned arbenigol â rheolaeth feddygol hefyd yn darparu cefnogaeth uchel i gleifion o ar draws y Deyrnas Unedig a thu hwnt. Mae pryderon sylweddol ynghylch cyflwr yr adeilad yn Hafan Wen, ac mae trafodaethau yn mynd rhagddynt gyda pherchennog y safle – Bwrdd Iechyd Prifysgol Betsi Cadwaladr – i gynllunio ar gyfer gwaith adferol.

Parkland Place, Swydd Gaerhirfryn – ein canolfan ddadwenwyno a thriniaeth yn ngerddi hardd Withnell, Chorley. Mae'n parhau i ddarparu cefnogaeth o safon uchel ac rydym wedi ailddatblygu'r safle hwn yn 2022/2023 i gynyddu'r capasiti, wedi i ni fod yn llwyddiannus gyda nifer o dendrau i ddarparu gofal i gleifion mewnol ar gyfer awdurdodau ar draws Lloegr. Mae'r gwasanaeth yn cynnig 23 ystafell gyda llety a gofal o safon uchel iawn erbyn hyn.

Agorodd Parkland Place ei ddrysau yn 2018 ac mae'n perfformio'n dda gyda contractau statudol a chleientiaid sy'n talu'n breifat.

Rydym, ar draws ein gwasanaethau Cleifion Mewnol a Phreswyl, wedi cefnogi dros 960 o gleientiaid ac wedi darparu 13,478 o nosweithiau gwely.

Tai

Yn ystod y flwyddyn, darparodd Adferiad Recovery 15 contract Grant Cefnogaeth Tai yn Ynys Môn, Gwynedd, Conwy, Sir Ddinbych, Sir Y Fflint, Wrecsam, Caerdydd, Powys, Sir Gaerfyrddin, Pen-y-bont, Castell-nedd Port Talbot a Sir Benfro. Cafodd 70 o gleientiaid fynediad i'r gwasanaeth llety â chymorth gyda mwy na 40 eiddo 'symud ymlaen'. Gwnaethom hefyd ddarparu nifer o gontractau cefnogaeth yn ôl yr angen i dros 400 o gleientiaid yn eu cartrefi eu hunain.

Yn ystod 2022/23, roeddem yn llwyddiannus gyda'n tendr ar gyfer Gwasanaeth Grant Cymorth Tai ym Mro Morgannwg, i ddarparu cefnogaeth i unigolion sy'n profi materion iechyd meddwl, sy'n ddigartref neu mewn perygl o fod yn ddigartref.

Rydym hefyd wedi ailstrwythuro ac ailgomisiynu Gwasanaeth Atal Digartrefedd Wrecsam er mwyn darparu'n well ar gyfer yr unigolion hynny sy'n ddigartref neu mewn perygl o fod yn ddigartref.

Gwasanaethau Cenedlaethol

Amser i Newid Cymru

Yn 2022/23 gwelwyd y ddegfed flwyddyn lawn o weithredu 'Amser i Newid Cymru', menter sy'n anelu at leihau stigma a gwahaniaethu ym maes iechyd meddwl, a ddarparwyd mewn partneriaeth gyda Mind Cymru. Mae'r prosiect wedi rhagori ar bob targed am y flwyddyn ar gyfer pob colofn a reolir gan y tîm Cymunedol ac Ymgysylltu dan oruchwyniaeth Adferiad: Addawodd 20 sefydliad newydd gyda ni yn ystod y cyfnod hwn; mae 57 sgwrs gwrth-stigma wedi eu cyflwyno i 996 unigolyn; mae 40 pencampwr newydd wedi eu hyfforddi i'n galluogi ni i ymgysylltu gyda 740 o gontractau mewn digwyddiadau arddangos.

Cyngor Iechyd Meddwl ac Arian

Roedd yr enillion ar gyfer ein cleientiaid ar gyfer y cyfnod hwn yn £1,073,269, ac rydym wedi cefnogi 325 o gleientiaid newydd yn ogystal â'r achosion sydd gennym eisioes sy'n parhau.


Tai
Wales & West
Housing
LLYS GLAN-YR-AFON
Reception
Derbynfa
1-40
41-49

Adferiad

Y Gwasanaeth Mewn Ffocws

Llys Glan-Yr-Afon

Mae Llys Glan-Yr-Afon yn darparu gofal a chefnogaeth mewn cynllun tai gofal ychwanegol yn Y Drenewydd ar gyfer oedolion dros 18 oed. Mae'r cynllun yn gynllun tai rhwng y cenedlaethau sy'n darparu 48 o fflatiau ar wahân ar gyfer pobl ar yr un amser. Hefyd, mae ystafell seibiant a ddefnyddir gan unigolion o'r gymuned.

Mae'r llety hwn yn agored i oedolion (18 oed+), yn cynnwys pobl hŷn, er fod y mwyafrif o'r unigolion dros 64 mlwydd oed. Darparwn gefnogaeth ychwanegol sy'n galluogi unigolion i aros yn eu cartrefi eu hunain am yn hirach (gyda'r lefel o gefnogaeth sydd ei angen arnynt i ddiwallu eu hanghenion gofal a chefnogaeth).

Darparwn ofal a chefnogaeth 24/7 ar y safle gydag oddeutu 400 awr yr wythnos o ddarpariaeth.

Nod y cynllun yw:

- I alluogi pobl i fyw bywydau annibynnol a boddhaus yn eu cartrefi eu hunain.
- I gefnogi unigolion mewn ffordd hyblyg fydd yn cynnal eu hannibyniaeth trwy ddarparu'r swm cywir o gefnogaeth a gofal sydd ei angen i ddiwallu anghenion unigol ac i hybu annibyniaeth a'r gallu i gyfrannu i gymdeithas.
- I annog unigolion i fyw bywyd llawn a gweithgar.
- I gynnwys unigolion ym mhob agwedd o'u cefnogaeth a'u gofal, dim penderfyniad amdanaf i hebof fi.

Rydym eisioes wedi gweld deilliannau gwych ar gyfer trigolion ar y cynllun, ac wedi cynnal noson fwyd a diodydd Pwylaidd, wedi ei threfnu gan rai o staff Llys Glan Yr Afon yn ddiweddar. Cafodd y trigolion fwynhad mawr, gydag un yn nodi:

"Diolch yn fawr iawn am y bwyd a'r diod nos Wener. Mwynheais fy hun yn fawr, a hoffwn ddiolch i bawb fu'n helpu. Cofion cynnes i chi i gyd."



Ein Hymgyrch

Ymgyrch Dynol o Hyd – 2022/23

Nid yw caethiwed yn ein diffinio ni.

Y llynedd fe wnaethom lansio ein hymgyrch Dynol o Hyd oedd yn anelu i fynd i'r afael â'r stigma sy'n gysylltiedig ag anhwylderau defnydd sylweddau, megis dibyniaeth ar alcohol neu gyffuriau, a chaethiwed ymddygiadol megis gamblo, hapchwarae a siopa niweidiol. Wedi ein hybysu gan banel o arbenigwyr gyda phrofiad byw, fe helpodd ein hymgyrch i godi ymwybyddiaeth ynghylch canlyniadau niweidiol stigma sy'n gysylltiedig â chaethiwed, ac annog y cyhoedd i gwestiynu eu credoau ynghylch caethiwed a'r bobl hynny sy'n ei brofi.

Yn ystod haf 2022, daethom â'n hymgyrch i 27 o wahanol ddigwyddiadau ar draws pob un o'r 22 sir yng Nghymru. Derbyniasom 206 ymateb unigol, gan bobl gyda phrofiad byw o gaethiwed, eu teulueoedd, a'u gofalwyr.

Canfyddiadau

- Roedd bron i hanner yr ymatebwyr wedi profi caethiwed ar rhyw adeg yn ystod eu bywydau.
- Caethiwed i alcohol oedd yn cael ei adrodd amlaf, wedyn ysmygu a defnydd sylweddau.
- Pobl 60-69 mlwydd oed oedd fwyaf tebygol o fod â phrofiad byw o gaethiwed.
- Roedd dynion yn fwy tebygol o fod wedi profi caethiwed na merched (66% yn erbyn 43%).
- Roedd 80% o'r bobl oedd â phrofiad byw o gaethiwed wedi profi stigma a gwahaniaethu fel canlyniad.
- Roedd 70% o'r ymatebwyr oedd wedi profi stigma yn dweud fod hyn wedi eu rhwystro rhag ceisio am gymorth.
- Roedd 96% o'r ymatebwyr o blaid trin caethiwed yn yr un modd â chyflyrau iechyd eraill.

Yn seiliedig ar ein canfyddiadau, cynigiom 4 argymhelliad i helpu i frwydro yn erbyn caethiwed yn Nghymru:

1. Datblygu strategaeth defnydd sylweddau sy'n hyrwyddo atal ac ymyrraeth gynnar.
2. Darparu addysg iechyd gyhoeddus i chwalu rhai o'r mythau a'r wybodaeth anghywir sy'n ymwneud â chaethiwed.
3. Creu adnodd cynhwysfawr ar gyfer unigolion sy'n wynebu heriau caethiwed a'u teuluoedd, gan weithredu fel cyfeiriad dibynadwy ar gyfer cefnogaeth a chymorth.
4. Cyflwyno arwyddbostio mwy eglur i'r adnoddau caethiwed sydd ar gael.

O ganlyniad i'r ymgyrch Dynol o Hyd, roedd Adferiad yn llwyddiannus wrth sicrhau cyllid ar gyfer prosiect newydd wedi'i anelu i roi diwedd i'r stigma a'r gwahaniaethu mae pobl sydd â chaethiwed yn eu hwynebu.


Adferiad
Adroddiad Effaith

Ein Partneriaid

Mae Adferiad ei hun yn ganlyniad i uno CAIS, Hafal ac WCADA, oherwydd ein bod wedi sylweddoli fod ein harbenigedd ar wahân yn fwy effeithiol ar y cyd.

Credwn fod angen i'n gwaith fel elusen gael ei arwain gan ein cleientiaid ac, felly, ein bod bob amser yn edrych i greu partneriaethau gydag ystod o wahanol sefydliadau y gallwn weithio gyda hwy i gefnogi anghenion ein cleientiaid yn well.

Gall hyn ddeillio o waith achos as y cyd ar lawr gwlad gyda phartneriaid elusennau lleol, neu'r timau gofal iechyd megis y CMHT, i bartneriaethau ffurfiol megis ein Gwasanaeth Di-Waith a ddarperir mewn partneriaeth gyda Barod a Kaleidoscope, ac hefyd ein partneriaethau strategol cenedlaethol a rhyngwladol, megis y Wales Alliance for Mental Health, DACW, a GAMIAN.

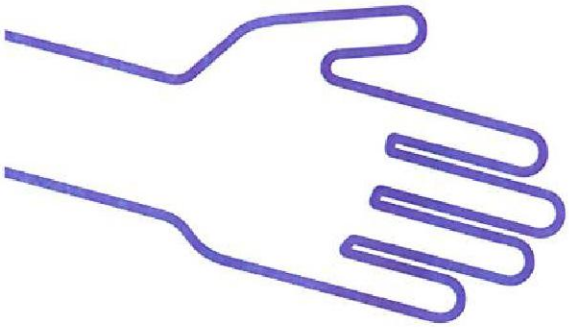
Er mwyn bod yn effeithiol, mae'n rhaid i noi'r ffiniau all godi o amgylch sefydliadau i un ochr a chanolbwyntio ar ein hamcanion cyffredin – **ddarparu'r gefnogaeth orau i bobl sydd ei angen yng Nghymru.**


Cyngor Sir Ceredigion County Council
Powys
Cyngor Sir Gâr Carmarthenshire County Council
Cyngor Abertawe Swansea Council
Torfaen County Borough
Bwrdeistref Sirol Torfaen
Pen-y-bont ar Ogwr Bridgend
Cyngor Bwrdeistref Sirol Merthyr Tudful Merthyr Tydfil County Borough Council
Blaenau Gwent
Cardiff Caerdydd
monmouthshire sir fynwy
Rhondda Cynon Taf
Gamble Aware
The Armed Forces Covenant Fund Trust
Llywodraeth Cymru Welsh Government
Coleg Nyrsio Brenhinol Cymru Royal College of Nursing Wales
Asiantaeth Abertawe Observatory @ Swansea
Bro Morgannwg
Newport City Council Cyngor Dinas Casnewydd
CAIS social enterprises
Mental Health UK
UNISON the public service union
Adferiad
NCMH
Platform
RCS
barod
bipolar UK
The Care Collective
Cymdeithas Gofal The Care Society
carers Wales
diverse Cymru
G4S
Gordon Moody
Growing Space
Inside Out Cymru
Kaleidoscope
Mental Health Foundation
Mental Health Matters Wales
mind Cymru
Shelter Cymru
St Giles
stori
ateb
Cadwyn
Cartrefi Conwy
Dyfodol
newid
ClwydAlyn
Cynon Taf
Linc
Parabl
time to change Wales
Dechrau Newydd
Grŵp Cynefin
Mwy na thai • More than housing
Hafod
Merthyr Valleys Homes
Cyfle Cymru
Wrexham One Love Choir
North Wales Housing
pobl
united welsh
Wales & West Housing
caniad

Codi Arian

Rydym yn hynod falch ein bod yn derbyn cefnogaeth drwy roddion gan grwpiau cymunedol, busnesau ac unigolion ar draws Cymru bob blwyddyn.

Cofrestrwyd gyda'r FUNDRAISING REGULATOR
RHEOLEIDDIWR CODI ARIAN





Sganiwch yma i gyfrannu!

O bobl yn dringo'r Wyddfa i werthiannau cacennau noddedig, rydym wrth ein bodd yn gweld pobl yn codi arian i ni bob dydd i gefnogi'r gwaith hanfodol rydym yn ei wneud fel elusen bob blwyddyn. Roedd hefyd yn fraint i dderbyn sawl rhodd er cof eleni.

Roeddem yn ffodus i dderbyn cyfanswm o £120,485.21 mewn incwm rhoddedig, naill ai wedi ei godi ar gyfer prosiect neu achos penodol o fewn Adferiad, neu i gefnogi ein gwaith elusennol cyffredinol.

Diolch enfawr i bawb roddodd yr amser i drefnu'r digwyddiadau hyn, gyda nifer ohonynt yn heriau personol sylweddol. Bydd pob punt rydych chi'n ei godi yn ein helpu i barhau i fod yno ar gyfer pobl ar draws Cymru sy'n cael problemau gyda'u hiechyd meddwl, defnydd sylweddau (neu gaethiwed arall) a'u teuluoedd hefyd.

Rydym yn ddiolchgar hefyd i dderbyn y disgrifiad personol a ganlyn o daith codi arian rhywun. Gwnaeth Lily, a'i chydweithwyr yng nghaffi Hoogah yn Abertawe, am wneud Adferiad yn elusen y mis ar gyfer mis Chwefror 2023 a chodi dros £800 i'r elusen. Dyma beth ddywedodd Lily:

Adferiad

"Dros fis Chwefror eleni, bu grŵp o staff a minnau o gaffi Hoogah ar Ffordd Bryn-y-Môr allan yn nofio yn y môr yn Caswell Bay bob bore am 8yb i helpu i godi arian ac ymwybyddiaeth am y gwaith anhygoel a wneir yn Adferiad Recovery.

Mae iechyd meddwl a llesiant yn achos rydym i gyd yn angerddol amdano fel tîm yn Hoogah ac roeddem eisiau ymgorffori hynny i mewn i'n cynllun 'Elusen y Mis' am fis Chwefror, cynllun mae Hoogah yn ei gynnal bob mis i godi arian ar gyfer elusennau lleol a byd-eang. Y syniad yw fod ein haelodau staff neu rai yn ein cymuned yn cynnig elusennau neu syniadau codi arian i'n helpu ni i helpu pobl eraill.

Mae cymuned yn rhywbeth mae Hoogah yn angerddol amdano a, lle bo modd, anelwn i roi yn ôl i'r rhai o'n cwmpas, boed hynny'n dod o hyd i gynhwysion o ffynonellau lleol, cynllunio digwyddiadau ar gyfer llesiant staff, neu'n newidiadau rheolaidd i'r fwydlen i gynnwys prydau dynodedig ble rhoddir yr holl elw wedyn i elusen y mis hwnnw.

Daeth y syniad o nofio môr i mi wedi i mi gwblhau trochiad yn y môr bob dydd ym mis Chwefror y llynedd i godi arian i elusen arall a theimlo buddion hynny yn syth. Mae'n rhywbeth rwyf wedi parhau i geisio ei wneud ychydig weithiau'r wythnos ers y llynedd ac roeddwn am rannu'r llawenydd roeddwn yn ei gael o'r nofio yma gyda'r rhai o'n nghwmpas yn y gymuned.

Bob bore, byddem yn berwi'r tegelli ac yn darparu diod poeth ar gyfer y rhai oedd yn trochi gyda ni ar ôl pob trochiad yn ogystal â phobi cacennau neu ddod â bisgedi gyda ni. Wedi hysbysebu'r nofio môr yma drwy ein Instagram, daeth gwahanol bobl i ymuno â ni bob bore, y rhan fwyaf ohonynt yn dieithr i ni yn ystod y diwrnodau cyntaf! Daeth rhannu'r cwpanau te a'r sgyrsiau gyda phobl ddiethr yn un o fy hoff rannau o'r diwrnod. Rwyf mor lwcus i fod wedi gwneud cymaint o ffrindiau anhygoel dros y mis yma, drwy'r nofio môr yma, ac yn dal i gyfarfod gyda nhw pan mae'n bosibl, i nofio môr, i fynychu digwyddiadau, neu i fynd am goffi gyda'n gilydd!

Mae'n anodd disgrifio sut deimlad yw camu drwy'r tonnau am 8 o'r gloch bob bore pan mae'n hynod oer y tu allan. Yn eich pen, gwyddoch ei fod yn beth mor wirion i'w wneud, a doedd neb yno i'ch gorfodi i'w wneud, ond roeddem yn chwerthin, yn gwichian ac yn cario 'mlaen bob dydd beth bynnag, gyda mwy a mwy o bobl yn ymuno â ni bob dydd gyda dros 90% ohonynt yn dychwelyd nifer o weithiau. Mae'n swnio'n hollol wallgof a teimlais yr un cyffro a nerfusrwydd bob dydd roeddwn yn dechrau cerdded i mewn. Rwy'n meddwl mai'r sioc o wybod beth rydych ar fin ei wneud sy'n, rhannol, yn ei wneud yn gymaint o hwyl.

Mae dŵr oer wedi ei brofi i fod â llawer o fuddion iechyd anhygoel, o'r wefr naturiol honno i adferiad cyhyrau a lleihau straen. Ddim fod nofio yn y môr yn mynd i fod at ddant pawb, ond hyd yn oed herio eich hun i gawod oer bob nawr ac yn y man, ac wedyn byddwch yn chwerthin ar eich pen eich hun am pa mor wirion mae'n ei deimlo. Nid unwaith oeddwn i'n difaru fy nofio boreol, roeddwn bob amser yn dod yn ôl ohonynt yn teimlo'n llawer gwell nag o'n i o flaen llaw.

Mae fel rhyw ymdeimlad smyg personol, dod allan o'r môr mewn dim byd ond eich gwisg nofio, gwisgo, chwerthin gyda fy ffrindiau ac yn ôl yn Abertawe erbyn 9yb. Byddwn yn eistedd yn y darlithoedd boreol cynnar hynny nesaf at bobl oedd yn amlwg newydd ddeffro ac yn teimlo mor gyflawn o wybod fy mod i wedi bod allan ac wedi gwneud y mwyaf o'r bore tra'n cyfarfod cymaint o bobl anhygoel. Byddwn, yn llawer rhy aml, fel un o'r bobl [illegible] hynny yn y bore, ond newidiodd y nofio môr yma fy mherthynas â'r [illegible] ddechrau pob diwrnod.

Wedi dioddef gyda'n iechyd meddwl fy hun, roedd cael yr ollyngfa yma o ddidoordeb newydd gwallgof a chael pobl eraill eisiau ymuno â mi yn teimlo'n anhygoel ac rwy'n ddiolchgar i bob un o'r bobl hynny ddaeth draw a chymryd rhan. Rwy'n siwr ein bod i gyd wedi helpu'n gilydd dros y mis, felly mae'n teimlo hyd yn oed [illegible] anhygoel i wybod bod yr arian roeddem wedi ei godi yn mynd i bobl yn ein cymuned sydd [illegible] help hefyd.

Fedra i ddim dweud fy mod yn heidio allan o'r gwely bob bore wrth feddwl beth oedd i [illegible] oedd dal ychydig yn anodd pan fyddai'r larwm cyntaf yna'n canu, yn enwedig pan rydych [illegible] af ac yn gynnes yn eich gwely, ond fe wyddoch, unwaith y byddwch yn cyrraedd traeth, [illegible] byddwch methu disgwyl [illegible] nesaf.

[illegible] oedd yn [illegible] ddim ond criw'r tîm Adferiad i [illegible] af, er mwyn [illegible] ddynt [illegible] yn y [illegible] yfarfod ein [illegible] hyd yn [illegible] os nai hyn [illegible] un o'r [illegible] nodau [illegible] [illegible] y tennau, ac yn [illegible] [illegible] [illegible]

Cynaladwyedd:
Dyfodol Gwyrdd i Adferiad

Fel sefydliad, rydym yn benderfynol i weithredu ac i lwyddo i ddod yn Sero Net erbyn 2030. Mae gennym ganolfannau tîm ym mhob sir yng Nghymru, tri lleoliad ysbyty (yn cynnwys un yn Swydd Gaerhirfryn), uned adsefydlu, nifer o eiddo preswyl, a swyddfeydd modern. Rydym yn gweithredu fflyd o 50 cerbyd, yn cynnwys bysiau mini, cludiant bwyd, a ceir. Ein nod yw fod ein hasedau yn ffocysu ar fwyafu'r effaith i'n buddiolwyr, arbed arian, a gwella ein proffil carbon.

Ein hamcanion cynaladwyedd:

- Adolygu'r defnydd o'r holl eiddo yn flynyddol er mwyn sicrhau'r defnydd gorau o'r adnoddau.
- Pob adnewyddiad i gynnwys ymagweddau ynni effeithlon, carbon isel, e.e. goleuadau LED, inswleiddio, goleuadau awtomatig, a.y.y.b.
- Cynyddu nifer yr unedau preswyl sydd ar gael i'n buddiolwyr o 5% bob blwyddyn.
- Adolygu milltiredd staff ddwywaith y flwyddyn i sicrhau'r defnydd gorau o amser ac adnoddau.
- Cynllunio i amnewid pob cerbyd gyda rhai 'hybrid plug-in' neu drydan pur dros y bum mlynedd nesaf.
- Annog y defnydd o dechnoleg i leihau teithio tra'n cydnabod gwerth ymgysylltiad wyneb yn wyneb.
- Cynnal Mapio Carbon ar gyfer Adferiad Recovery.
- Creu grŵp cynaladwyedd i ddatblygu cynlluniau ar gyfer gostyngiad o 10% flwyddyn ar flwyddyn mewn mapio carbon.
- Defnyddio technoleg newydd i leihau'r defnydd o bapur a deunyddiau printiedig, yn cynnwys cyhoeddiadau, marchnata, a chyfathrebiadau mewnol drwy leihau'r defnydd o ddeunydd ysgrifennu o 10% y flwyddyn mewn termau real.

Adferiad

Rydym wedi cynnal ymarfer mapio carbon cynhwysfawr ac mae gennym Gynllun Lleihau Carbon yn ei le fydd yn cael ei adolygu eleni.

Yn y dyfodol rydym yn gobeithio gweithredu mesurau megis:

- Symud i ddarparydd trydan 100% adnewyddadwy. Bydd hyn yn dod â'n cyfanswm allyriadau i lawr o tua 7.64%.
- Amnewid cerbydau petrol/diesel presennol sy'n eiddo i'r cwmni am gerbydau 100% trydan dros y blynyddoedd. Daw hyn â'n allyriadau presennol i lawr o tua 4%.
- Mynd i'r afael â'r allyriadau a gynhyrchir gan gymudo staff drwy gymell staff i symud i geir trydan neu i gymryd cludiant cyhoeddus i'r gwaith yn y blynyddoedd i ddod.
- Lleihau'r allyriadau a gynhyrchir gan deithio busnes dros y blynyddoedd drwy ddefnyddio cerbydau trydan yn unig.
- Lleihau allyriadau sy'n gysylltiedig â gwasanaethau cyflenwi wedi eu his-gontractio trwy ddewis gwasanaethau negesydd ('courier') gydag ôl troed carbon is.
- Lleihau allyriadau sy'n gysylltiedig â storio ar-lein drwy ddefnyddio gwasanaethau cwmwl gydag ôl troed carbon is dros y blynyddoedd i ddod.
- Lleihau'r allyriadau CO_2 a gynhyrchir drwy drin gwastraff gweithredol drwy sicrhau gwell defnydd o arferion trin gwastraff (hynny yw, optimeiddio'r swm o wastraff sy'n cael ei yrru i'w ailgylchu, lleihau'r cyfaint sy'n cael ei losgi, a.y.y.b).

Datblygiadau Allweddol

Yn ogystal â'n gwaith cadarnhau hawliau rydym wedi ei drafod eisioes a'n gwaith ymgyrchu, rydym wedi gweld datblygiadau eraill dros y flwyddyn ddiwethaf hefyd.

ISO 9001:2015

Rydym yn falch i fod wedi ennill y dystysgrif ISO 9001:2015 Quality Management System eleni. Mae'r ISO 9001:2015 yn safon byd-eang ar gyfer systemau rheoli safon sy'n sicrhau ein bod yn cyfarfod y safonau mwyaf llym ar draws meysydd megis ffocws cwsmer, arweinyddiaeth, gwella a gwneud penderfyniadau'n seiliedig ar dystiolaeth.

Ail-frandio a Gwefan Newydd

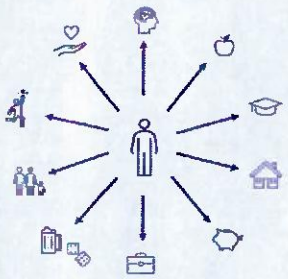
Ar ddiwedd y flwyddyn, fe wnaethom ail-frandio sefydliadol i gyd-fynd â lansiad ein gwefan newydd. I gael gwybod mwy, ewch i **www.adferiad.org**

Ymestyn Parkland Place

Gwnaethom ymestyn ein brand Parkland Place i Swydd Gaerhirfryn gyda chyfleuster dadwenwyno newydd.

Olwyn Llesiant

Mae'r Olwyn Llesiant yn fesur asesu pwrpasol wedi'i ddatblygu'n arbennig gyda'n cleientiaid mewn golwg. Mae'n ddyfais syml ond effeithiol a ddefnyddir i fesur llesiant cyffredinol person ar draws nifer o ardaloedd allweddol bywyd. Oherwydd ei hyblygrwydd, gellir teilwra'r Olwyn Llesiant i siwtio cleient, yn seiliedig ar eu set o amgylchiadau unigryw hwy.



Cyber Essentials Plus Wedi ei ail-ardystio

Cyfle Cymru

Mae parhad Cyfle Cymru – Y Gwasanaeth Di-Waith wedi bod yn ganolog i'n gwaith fel elusen. Darperir Cyfle Cymru mewn partneriaeth gyda'n cydweithwyr yn Barod a Kaleidoscope, ac mae'n brosiect mentoriaid cymheiriaid sy'n helpu pobl i ddatblygu hyder ac i wneud newidiadau positif i'w bywydau, ac yn rhoi cefnogaeth i gael mynediad i hyfforddiant, addysg, gwirfoddoli a chyflogaeth. Mae ein mentoriaid cymheiriaid yn defnyddio eu profiad byw i gefnogi pobl a effeithir gan ddefnydd sylweddau neu/a chyflyrau iechyd meddwl.

Roeddem yn llwyddiannus wrth dendro am y gwasanaeth hwn ym 5/7 ardal yn Nghymru (Gogledd Cymru, Dyfed, Caerdydd a'r Fro, Bae Abertawe, a Powys) gyda chontract werth dros £9 miliwn. Yn bwysicach fyth, mae wedi ein galluogi i barhau i gefnogi pobl i gyflawni deilliannau anhygoel ar draws Cymru. Dros y flwyddyn ddiwethaf rydym wedi gweld:

- 2,424 cofrestriad gweithredol:
  - 806 ddim yn weithredol yn economaidd.
  - 1,033 di-waith tymor hir.
  - 585 (16 – 24) NEET.
- 470 o bobl yn ennill tystysgrif yn gysylltiedig â gwaith.
- 126 o bobl yn mynd i mewn i gyflogaeth.
- 429 o bobl yn cael mynediad i brofiad gwaith, lleoliad neu wirfoddoli.

Strategaeth Iechyd Meddwl Newydd i Gymru

Rydym yn ymgyrchu dros strategaeth iechyd meddwl i Gymru sy'n feiddgar, yn drawsnewidiol, yn ymarferol, ac yn cael ei harwain gan y bobl sy'n defnyddio gwasanaethau iechyd meddwl. Mae Adferiad yn cynnig bod y strategaeth iechyd meddwl newydd yn datgan mor eglur a chadarn â phosibl ei fod yn ofyniad cyfreithiol i bawb sy'n derbyn gwasanaethau iechyd meddwl eilaidd gael Cynllun Gofal a Thriniaeth o safon uchel, y dylent gael eu cynhyrchu ar y cyd, a gosod allan y deilliannau ar gyfer adferiad yn eglur.

Cynhaliwyd arolwg rhwng mis Hydref a Rhagfyr 2022, gyda'r nod o roi'r cyfle i bobl i rannu eu barn ar yr hyn ddylai gael ei flaenoriaethu yn y strategaeth iechyd meddwl nesaf ac i bobl sydd â phrofiad byw i gael dylanwad sylweddol ar sut mae gwasanaethau'n cael eu cynllunio, eu dylunio, a'u cyflwyno yn y dyfodol. Rydym wedi rhyddhau ein papur briffio sydd ar gael i'w ddarllen ar ein gwefan.

Yn yr adroddiad, rydym wedi pwysleisio pwysigrwydd sicrhau fod y strategaeth iechyd meddwl nesaf yn ei gwneud yn glir pwy sy'n gyfrifol am helpu pobl ar y gwahanol lefelau angen i gael mynediad i wasanaethau iechyd meddwl a phryd mae'n briodol i ofyn am gymorth a chefnogaeth gan wasanaethau eraill. Yn olaf, rydym yn credu ei fod yn hanfodol i adeiladu i mewn i'r strategaeth ei hun sut y bydd y ddarpariaeth yn cael ei fonitro, ei fesur, ac adrodd yn ei erbyn.

Seminar Cyfiawnder Troseddol

Ym mis Chwefror 2023, cynhaliodd Adferiad Recovery seminar ar y system cyfiawnder troseddol yng Nghymru. Pwrpas y seminar oedd i hyrwyddo gwaith cydweithredol rhwng gweithwyr proffesiynol a'r rhai hynny â phrofiad byw ac i hwyluso rhannu profiadau i helpu i gasglu mewnwelediadau i adferiad ac adsefydliad o fewn y system cyfiawnder troseddol yng Nghymru. Rhoddodd y digwyddiad hefyd fforwm i bobl i rannu syniadau i wella'r system, mater fydd o ddiddordeb i lunwyr polisi, comisiynwyr, staff rheng flaen a phobl â phrofiad byw o'r system cyfiawnder troseddol. Roedd y seminar yn cynnwys sgyrsiau gan ystod o siaradwyr, yn cynnwys Jane Hutt (aelod o'r Senedd a'r Gweinidog Cyfiawnder Cymdeithasol), Clive Wolfendale (Cadeirydd Adferiad Recovery), Dean Pulling (Bargyfreithiwr Troseddol ac Ymddiriedolwr Adferiad) ac unigolion â phrofiad byw o'r system cyfiawnder troseddol, ymhlith eraill.

Roedd y rhai a fynychodd y seminar yn cynnwys y rhai sy'n gweithio mewn sefydliadau trydydd sector amrywiol (yn cynnwys Adferiad Recovery, The Wallich, a'r The Hepatitis C Trust), sefydliadau iechyd a gofal cymdeithasol (GIG Cymru a Gofal Cymdeithasol Cymru), a Heddlu De Cymru. Roedd nifer o'r mynychwyr hefyd â phrofiad byw o'r system cyfiawnder troseddol.

Edrych Ymlaen

Yn dilyn y pandemig, mae arwyddion clir fod y system ddarpariaeth iechyd a gofal cymdeithasol bresennol yn y Deyrnas Unedig o dan bwysau difrifol. Tra mae peth cyllid ac adnoddau ychwanegol, mae'r gallu i recriwtio staff, i fynd i'r afael â phwysau ariannol chwyddiant, tlodi, a chynnydd ym mhrisiau tanwydd, ac i annog pobl i ddychwelyd i gyfarfod wyneb yn wyneb yn creu heriau sylweddol i ni i gyd. Mae effaith Brexit hefyd yn cael ei deimlo o safbwynt cyflogaeth, ac rwan, yn fwy penodol i Adferiad, gyda diwedd Cronfeydd Strwythurol Ewropeaidd ('ESF') Cymru. Mae'r arian hwn wedi darparu cefnogaeth sylweddol i'n buddiolwr drwy Cyfle Cymru a rhaglenni cynhwysiant gweithredol ac wedi arwain i lawer o bobl yn derbyn profiad gwaith, addysg a hyfforddiant, tra'n grymuso cleientiaid i newid eu bywydau ac i gael annibyniaeth economaidd.

Rydym yn obeithiol y bydd Llywodraeth Cymru yn parhau i gefnogi rhaglenni o'r fath ond yn sylweddoli fod angen i ni fod yn ystwyth ac i ddod o hyd i ffynonellau cyllid amgen i sicrhau fod ein cenhadaeth yn parhau. Rydym, er hynny, yn croesawu Gwasaneth Di-Waith newydd Llywodraeth Cymru sydd wedi cymryd lle Cyfle Cymru.

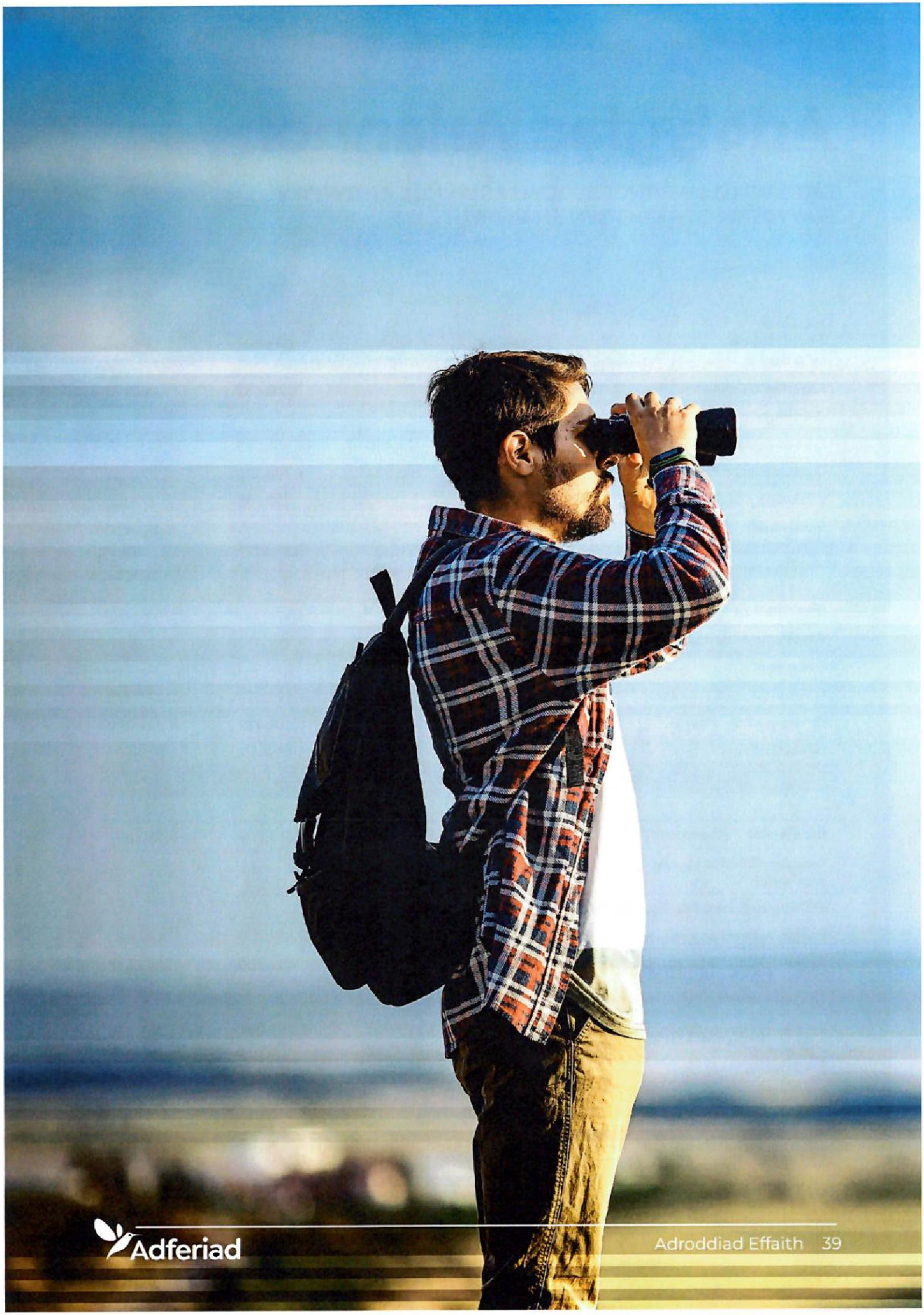
Mae Adferiad yn parhau i fod yn ymrwymedig i weithio mewn partneriaeth o fewn y sectorau statudol a gwirfoddol, yn unol â'n bwriad i gael y gwasanaeth gorau ar gyfer ein grŵp cleientiaid. Mae partneriaethau yn galluogi Adferiad i edrych am berthynasau gweithio ar y cyd gyda darparwyr sydd wedi eu lleoli mewn mannau eraill yn y Deyrnas Unedig i ddatblygu dulliau a rennir, i gynyddu ymwybyddiaeth yn Adferiad, ac i rannu arfer orau. Byddwn hefyd yn parhau i fuddsoddi yn ein partneriaethau gyda Mental Health UK, Gamian, EUFAMI, DACW, a chynghreiriau eraill i sicrhau fod lleisiau ein buddiolwyr yn cael eu clywed.

Ar y cyfan, Mae Adferiad Recovery yn ceisio atgyfnerthu ei safle drwy reolaeth ariannol a gweithredol darbodus. Byddwn yn parhau i ddarparu gwasanaeth estynedig sy'n effeithiol, gofalgar ac ymroddedig i'r bobl hynny sy'n ceisio cymorth yr elusen.

Er mwyn sicrhau ei hannibyniaeth o grŵp cymharol fach o gyllidwyr, mae'r elusen hefyd yn edrych i ddatblygu gwasanaethau sydd ddim yn cael eu comisiynu'n uniongyrchol, ond sy'n dod o fewn ei chenhadaeth. Mae'r mentrau'n cynnwys caffael anheddau i'w rhentu gan unigolion difreintiedig, ehangu Mentrau Cymdeithasol CAIS a datblygu rhaglen adnewyddu eiddo.

Bydd yr argyfwng costau byw a'r baich cynyddol o ran prisiau ynni yn parhau i effeithio'n fawr ar ein buddiolwyr a'n staff. Rydym wastad wedi ymrwymo i gofrestru fel cyflogwr y Sefydliad Cyflog Byw ar draws ein gwasanaethau, ac yn 2022/23 gwnaethom gais i ymaelodi â'r sefydliad. Disgwylir achrediad yn gynnar yn 2023/24. Byddwn hefyd yn ymgysylltu gyda phartneriaid sy'n rhannu ein pryder mewn perthynas â'r rhai mewn tlodi a byddwn yn adeiladu ar Addewid Adferiad Recovery nad oes angen i unrhyw un yn ein grŵp buddiolwyr fod ar ei ben ei hun.

Er ein bod yn credu y byddai ffocws o'r newydd ar ôl y pandemig ar ddarparu gwasanaeth i'r rhai mwyaf agored i niwed, mae'r argyfwng costau byw wedi cael effaith fawr ar y sector. Yn flaenorol, mae Adferiad Recovery wedi dangos ein gallu i ffynnu mewn adfyd ac rydym yn hyderus y byddwn yn cynorthwyo ein buddiolwyr yn ystod y cyfnod heriol hwn.



Adolygiad Ariannol

DATGANIAD GWEITHGAREDDAU ARIANNOL AR GYFER Y FLWYDDYN DDAETH I BEN 31 MAWRTH 2023

Incwm a Gwaddolion sy'n dod o	Nodiadau	Cronfeydd Anghyfyngedig £	Cronfeydd Cyfyngedig £	Cyfanswm Cronfeydd 2023	Cyfanswm Cronfeydd 2022
Rhoddion a Chymynroddion	2	120,485	-	120,485	169,895
Gweithgareddau Elusennol	4				
Gwasanaethau Cymunedol		15,358,485	43,480	15,401,965	14,995,867
Gwasanaethau Preswyl		8,909,371	796,734	9,706,105	7,200,941
Canlyniad y Buddsoddiad	3	52,785	-	52,785	(7,684)
Incwm Arall		-	-	-	6,187,027
Cyfanswm		24,441,126	840,214	25,281,340	28,546,046
Gwariant ar					
Gweithgareddau Elusennol	5				
Cyffredinol		-	-	-	-
Gwasanaethau Cymunedol		13,538,755	60,842	13,599,597	13,389,875
Gwasanaethau Preswyl		10,015,929	815,503	10,831,432	8,082,090
Llywodraethiant		524,411	-	524,411	520,404
Cyfanswm		24,079,095	876,345	24,955,440	21,992,369
Incwm net / (Gwariant)		362,031	(36,131)	325,900	6,553,677
Trosglwyddiadau rhwng cronfeydd	19	(5,964)	5,964		
Enillion cydnabyddedig / (colledion) eraill					
Enillion Actiwari ar gynlluniau buddion		609,000	-	609,000	549,000
Symudiadau net o ran cronfeydd		965,067	(30,167)	934,900	7,102,677
Cysoni'r cronfeydd					
Cyfanswm cronfeydd sy'n cael tynnu ymlaen		7,270,479	1,223,618	8,494,097	1,391,420
Cyfanswm cronfeydd sy'n cael cario ymlaen		8,235,546	1,193,451	9,428,997	8,494,097

	Nodiadau	Cronfeydd Anghyfyngedig £	Cronfeydd Cyfyngedig £	Cyfanswm Cronfeydd 2023	Cyfanswm Cronfeydd 2022
Asedau Sefydlog					
Asedau Diriaethol	11	7,252,806	1,054,725	8,307,531	7,989,273
Buddsoddiadau	12	2	-	2	2
Cyfanswm		7,252,808	1,054,725	8,307,533	7,989,275
Current Assets					
Debtors	13	4,236,210	-	4,236,210	3,666,260
Cash at bank		4,635,996	138,726	4,774,722	5,219,749
Cyfanswm		8,872,206	138,726	9,010,932	8,886,009
Credydwyr					
Symiau sy'n ddyledus ar ôl blwyddyn	14	(5,874,025)	-	(5,874,025)	(5,701,444)
Asedau cyfredol net		2,998,181	138,726	3,136,907	3,184,565
Cyfanswm yr asedau a'r dyledion cyfredol		10,250,989	1,193,451	11,444,440	11,173,840
Credydwyr					
Symiau sy'n ddyledus ar ôl blwyddyn	15	(1,720,443)	-	(1,720,443)	(1,806,049)
Darpariaethau ar gyfer dyledion	18	(948,000)	-	(948,000)	(925,694)
Asedau pensiwn / (dyledion)	20	653,000	-	653,000	52,000
Asedau cyfredol net		8,235,546	1,193,451	9,428,997	8,494,097
Cronfeydd	19				
Cronfeydd Anghyfyngedig				8,235,546	7,270,479
Cronfeydd Cyfyngedig				1,193,451	1,223,618
Cyfanswm y Cronfeydd				9,428,997	8,494,097

REGISTERED COMPANY NUMBER: 02751104 (England and Wales)
REGISTERED CHARITY NUMBER: 1039386

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

FOR

ADFERIAD RECOVERY LIMITED

Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
Glaslyn
Ffordd y Parc
Parc Menai
Bangor
Gwynedd
LL57 4FE

ADFERIAD RECOVERY LIMITED

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FOR THE YEAR ENDED 31 MARCH 2023

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ADFERIAD RECOVERY LIMITED

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report and financial statements of the charity for the year ended 31 March 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' as revised in March 2005.

OBJECTIVES AND ACTIVITIES

Objectives and Aims

ADFERIAD RECOVERY aims to make positive changes in the lives of people affected by drugs, alcohol, 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.

The following objects are listed within the Charity's governing document:

1. The treatment, care and support of persons suffering directly or indirectly from problems associated with alcohol or drug misuse and other dependencies
2. The prevention of alcohol and drug misuse through the provision of services for those suffering from or likely to suffer from substance misuse, addiction or other dependencies
3. Education and training for professionals and volunteers in the field and raising the awareness of the public through the media and through education about the incidence and effects on society of substance dependency and misuse affecting Wales and the Marches
4. The support, relief and treatment of persons suffering directly or indirectly from problems associated with mental health psychological and emotional well-being, illness, age, social exclusion or economic inactivity
5. The promotion and provision of advice and advocacy for persons suffering disadvantage either directly or indirectly from the problems caused by and the consequences of alcohol and drug misuse and other dependencies, disability, illness, age or social exclusion.

We achieve this through the following aims and objectives:

a) Safety will be at the heart of all we do. We will do our utmost to ensure the security, well-being and comfort of our clients. We will take all reasonable steps to protect and safeguard all who work for and with Adferiad Recovery.
b) We will assist each other in reaching personal goals, in realising creative potential and in striving for excellence. We will aspire for everyone in Adferiad Recovery to have a positive regard for their work and colleagues.
c) We will preserve the core values and mission of Adferiad Recovery, always subordinating personal and commercial advantage to our charitable goals. We will be reliable and trustworthy in all our dealings.
d) We will seek to meet and surpass the expectations of commissioners and clients. We will develop and maintain systems and processes that do not fail. We will address short-comings quickly and with good grace.
e) We will incorporate the needs and views of service users in the planning and delivery of all our provision. We will value and support those who volunteer to assist us. We will strive to understand and meet the needs of different communities who seek our services. We will operate through the medium of both Welsh and English.
f) We will maximise the use of our assets and minimise the cost of our overheads. We will actively seek partnership and collaboration in the interests of service improvement. We will assess and monitor the environmental consequences of our work, reducing the impact wherever possible.

These aims are based on the organisation's original Objects, and Trustees have developed an updated set of Objects which have been submitted to the Charity Commission to better reflect the needs of our beneficiaries and the ambition, mission, and future of Adferiad Recovery. We expect approval of these Objects in 2023/24.

OBJECTIVES AND ACTIVITIES

Significant activities

Adferiad Recovery's activities continue to focus on enhancing the quality of existing service provision whilst seeking to develop both geographically and by offering new service models. Our services are diverse and we operate in every local authority area in Wales whilst providing services for people from across the UK and beyond in our residential services.
Our hospital and residential schemes deliver mental health care, in-patient detoxification, and rehabilitation. Our community services include housing related support, therapeutic interventions, counselling, support, advice, family and carer services and training. We operate in the publicly managed prisons in Wales, provide national financial advice through the Mental Health and Money Advice Service delivered within our role as Mental Health UK partners in Wales and with the very generous support of the Lloyds Banking Group.

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 of Work and Pensions primes, 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.

Public benefit

To further its objects, the Charity will:

o Provide information, advice, support and services of the highest standard to those experiencing mental health problems, substance misuse problems, and those with co-occurring and complex needs, or illness or disability of any kind, and their families and carers.

o Challenge discrimination through education and training.

o Campaign nationally and locally for high quality care, including both acute and long-stay services.

The Charity provides a wide range of services through a number of local projects and groups, supported by members and volunteers together with staff employed in operational and functional departments at local and national level. Adferiad Recovery's charitable activities are all undertaken to further its charitable purposes for the public benefit. The guidance contained in the Charity Commission's general guidance on public benefit has been referred to when reviewing Adferiad Recovery's aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

Specific activities are detailed within the following 'Achievements and Performance' section, which are provided free of charge at the point of delivery

STRATEGIC REPORT

Achievement and performance

Charitable Activities

During the second year of operation as the merged Charity to 31st March 2023, Adferiad Recovery supported 17,774 clients in core services - including substance use, mental health, veterans, supported housing and homelessness, recovery and addiction, gambling, volunteering, criminal justice, domiciliary care, training and employment programmes.

Over the course of the year, Adferiad Recovery delivered 154 contracts for commissioners in government, health, local authorities and elsewhere, and provided a wide and diverse range of interventions for individuals in need. In addition, we were successful in developing a further 26 new services or expansion projects. Services were delivered throughout Wales as well as in Lancashire, by Adferiad Recovery and its subsidiaries. Through Cyfle Cymru, Adferiad Recovery led the delivery of the Welsh Government's EU-funded "Out of Work" Service in five of the seven Welsh health board areas until the completion of funds in August 2022.

Adferiad Recovery measures the success of its activities through contract monitoring and management arrangements to ensure achievement and compliance which includes service feedback from service users and carers receiving Adferiad Recovery services. Adferiad Recovery's internal Quality Standards audits are applied to all Adferiad Recovery services and external validation provided through achievement of ISO 9001:2015 accreditation which was externally audited and revalidated in 2022/23, Investors in People (IIP) accreditation and Agored Cymru Centre recognition. Adferiad Recovery is also subject to inspection by the Care Inspectorate for Wales for registered domiciliary care services and Parkland Place as a residential unit, Healthcare Inspectorate Wales which routinely audits and inspects the services in Pontardawe and Wrexham, and Care Quality Commission for our service in Lancashire and inspection reports are available on their websites.

During 2022/2023 Adferiad Recovery further developed the expertise first demonstrated in the Beat the Odds project to expand and intensify our services for those with gambling addictions and sadly we expect this work to continue to grow as people experience the impact of the cost-of-living crisis. Our services now include residential detoxification and rehabilitation for complex and comorbidities with individuals who have problematic gambling.

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. This programme will be developed further in 2023/2024 following our highly successful campaign to challenge the stigma surrounding addictions.

A range of high-quality publications and information was produced during 2022/2023. The Adferiad Recovery brand development continued, and new websites and social media campaigns were developed this year and will be launched in the summer of 2023/2024.

Adferiad Recovery's existing websites continued to be regularly updated with news and information; Adferiad Recovery's on-line service, Clic continues to grow across the UK as part of our work with Mental Health UK.

Adferiad Recovery continued to update and develop the Mental Health Wales website, and produced a quarterly journal which was circulated widely throughout Wales, and which included issues focusing on physical health, young people, carers, co-occurring disorders, and the Mental Health Act. An Addiction Wales website is also under development, Adferiad Recovery's social media sites merged during 2022/2023, post-merger, highlighting the latest news and events, and now have over 28,000 followers. Visits to our website were over 90,000, Twitter visits over 376,000, and our total social media reach exceeded 749,000.

Adferiad Recovery's Public Affairs work during 2022/2023 continued to be both influential and far-reaching. Extensive media and campaigning work during the year responded to current affairs and included in-depth features and interviews on both television and radio, and in the local and national press. Coverage included features on BBC Wales Today; ITV Wales news; Newyddion 9 (S4C); BBC Radio Wales; BBC Radio Cymru, local press and social media, and a regular column in the Western Mail. Our approach to this work is to ensure that as much as possible the voices of those with lived experience should be heard above those of professional commentators and we continue to support our clients who wish to share their experiences. During the year, Adferiad consulted with clients, staff and the public on the next Welsh Government Mental Health Strategy for Wales with a view to influence the voice of our stakeholders. The findings will be presented to Welsh Government this year. An additional highlight was the collaborative Criminal Justice Seminar held in Cardiff, which produced a collaborative Action Plan highlighting practical ideas for improving the support of criminal justice and related health and care services in Wales for people with mental health or addiction problems.

Our much appreciated and well attended physical wellbeing days in Swansea and Colwyn Bay took place again this year. These are full days where beneficiaries and staff join together in fun physical activities designed to promote the benefits of physical wellbeing, exercise, social contact, and healthy eating. The events are often highly contested and enjoyed by all.

Although not every service is detailed, a review of the most significant achievements and performance is summarised below.

Employment Programmes:

Cyfle Cymru

This service came to an end in summer 2022 but with some excellent work in developing new proposals and evidencing need, Adferiad was successful in tendering for 5 of the 7 lots in the new Welsh Government funded Out of Work Service which replaced the EU funded programme ceased post Brexit. Adferiad Recovery leads the delivery of the large-scale project by fellow DACW members across all five lot areas throughout Wales and directly delivers the Cyfle Cymru programme in North Wales, with Kaleidoscope in Powys, with Barod and Kaleidoscope in Cardiff and the Vale of Glamorgan, and with Barod in Western Bay and Dyfed. It remains the largest service ever delivered by Adferiad Recovery - in terms of both value and geographical spread.

The Welsh Government's Out of Work Service funds a programme which 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.

From the commencement of the project in August 2016 to the end of the project in July 2022, Cyfle Cymru has attracted more than 13,000 registrations across the five lot areas. Over 268,570 hours of support 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 and 5,365 people received support for co-occurring needs.

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. During 2022/23 we successfully tendered for a new HSG service in Vale of Glamorgan providing support to individuals experiencing mental health issues who are homeless or at risk of homelessness.

We have also restructured and received a recommission of the Wrexham Homeless Prevention Service to better provide for those individuals who are homeless or at risk of homelessness.

Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV)

Adferiad Recovery were successful during 2022/23 in gaining capital funding from the Office of the Police and Crime Commissioner and the Welsh Government to purchase and renovate a two-bedroom property for the support of individuals who have been affected by VAWDASV. This is the second year we have received such funding.

Young Persons' Services

Adferiad delivers a range of young persons' services to those within mental health, substance use and criminal justice throughout Wales. Our Young Persons' Substance Use services are available to young people who are experiencing, or at risk of experiencing problems with substance use, 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.

New to Adferiad's portfolio is our first 24hr CYP supported accommodation in Merthyr Tydfil which supports care experienced young people moving on to independent living. We also hold the contract for the first ever CYP Welsh Gambling Education Hub, this service is designed to educate, promote support available and offer information on early signs of gambling addiction and the related harms in children & young people.
Through our partnership with Mental Health UK, we have delivered 171 sessions of support through our Bloom and Your Resilience programme to children and young people in schools, colleges, CAMHS and sporting excellence pathways. From April 2023, we have agreed to expand our remit to support youth community groups which will ensure that our programme is accessible to multiple settings.
We have also been successful in extending our CAMFA counselling service to children and young people aged 14+ in north Wales - a welcomed and much needed service.

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. There are significant concerns over the state of the building at Hafan Wen, and discussions are underway with the owner of the site - Betsi Cadwaladr University Health Board - to plan for remedial works.

Salus - our detoxification and treatment centre in beautiful grounds in Lancashire continues to provide high quality support and we redeveloped 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. The service now offers 23 rooms of a very high standard of accommodation and care.

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 and the Charity has taken the decision to cease the service from 31st May 2023. All stakeholders have been engaged and a future will be considered for the site.

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

Crisis Sanctuaries

Adferiad continues to provide adult mental health sanctuary services in Ceredigion and Swansea as well as in partnership with Llanelli Mind in Carmarthenshire. Swansea Sanctuary being the most intense such service in Wales has received 1,431 referrals during this period, staff have made 1,007 support calls, and 286 clients in acute crisis have received a direct face-to-face service with universally positive feedback.

We are continuing to bid for additional services across Wales.

Volunteering

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.

Many of our services rely on the effort and generosity of volunteers. Around 85 volunteers committed 4,974 volunteering hours last year, a contribution for which we continue to be very thankful.

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 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.

Domiciliary Care

Adferiad Recovery delivers a range of domiciliary care through services across Wales. These are a mixture of floating care services, support in shared accommodation, and more recently, the development of extra care services. In 2022/23 we were successful in developing new services in Cardiff - Supported Living Service, Treorchy - Supported Living Service, and at Llys Glan yr Afon, an Extra Care Scheme.

Time to Change Wales

2022/23 saw the tenth full year of operation of 'Time to Change Wales', an initiative aimed at reducing mental health stigma and discrimination, delivered in partnership with Mind Cymru. The project has exceeded all targets for the year for every Pillar managed by the Community and Engagement team overseen by Adferiad: 20 new organisations have pledged with us during this period; 57 anti-stigma talks have been delivered to 996 individuals; 40 new Champions have been trained enabling us to engage with 740 contacts at exhibition events.

Mental Health & Money Advice

Annual gains for our clients within this period was £1,073,269, we have supported 325 new clients in addition to ongoing caseloads.

Treatment Services:

Adferiad continues to offer a wide range of support to individual's whose lives are being impacted negatively by their substance use, both strategically and in the community. The service works closely with our partners, to deliver support to those aged 18 plus, delivering a harm reduction model of care, and an abstinence programme based on the Minesota model of care. Implementation of a rapid one to one harm reduction programme in the NPT area has increased the capacity the service has to respond to a greater number of referrals. During 2022-2023, treatment services across Swansea Bay directly supported over 1000 individuals with more than 250 new referrals.

Mental Health Services

There is some concern around securing continued funding in some areas, we have recently submitted bids for multiple services within Hywel Dda UHB and are currently awaiting the result.

Carers Services

Adferiad have been awarded £147,787 for Carers Services across Carmarthenshire, this is a new development recently tendered by the local authority and is due to commence in 2023/24.

Problem Gambling

In January 2022, Adferiad Recovery was awarded the GambleAware grant for its pilot project to provide residential rehabilitation for adults presenting with gambling disorders and complexities. This is a three-year project that will extend the National Gambling Treatment Service (NGTS) provision aimed at adults with gambling issues and alcohol and/or substance use disorders.

The project allows individuals to direct their own treatment and proceed at their own pace. Service users, along with their families and friends, are able to be actively involved in the care planning process, thus creating a system that is tailored for the person in need. During the first year of operation, this service received more than 140 referrals.

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 on the Finance Benefit and Debt service, and through our Appropriate Adult Service to South Wales, Dyfed Powys, Gwent Police Force areas. Our Dyfodol service operates in the statutory prisons in south Wales and our inreach service to HMP Berwyn in Wrexham is delivering excellent outcomes.

Adferiad's Appropriate Adult Service continued delivery to South Wales, Dyfed Powys and Gwent Police Force areas. During 2022/2023 we have delivered a service to a total of 3,157 vulnerable adults during police detention and questioning, provided training to 51 individuals across Wales. During this period 4 external talks have also been delivered to Universities and Local Authorities.

We were delighted to have been successful in a tender from the Ministry of Justice to deliver a Circles of Support and Accountability (COSA) Programme. This is an all-Wales programme that tackles harmful sexual behaviours and will commence delivery 2023/24.

Subsidiary Undertakings
Activities and achievements are summarised as follows:

Efforts to develop a new business in the Conwy area continued during the year but were hindered by ongoing set up issues. A delayed opening date of Autumn 2023 is now expected.

The At Your Service Training Provision ended in September 2022. Outcomes achieved were 21 participants gaining training and work experience (6 of these were within Porters cafes). Of the 6 participants, 4 went on to gain employment and 1 entered further education.

Subsidiary Undertakings
CAIS Social Enterprises

2022/23 continued to prove financially challenging for CAIS Social Enterprises, as income levels in the cafes struggled to recover to the levels achieved pre-pandemic and the cost-of-living crisis took hold, affecting staff costs as well as significantly increasing food and delivery costs within the businesses.

Footfall levels in Colwyn Bay town were lower than previously experienced and income previously generated from the provision of room hire for meetings and training sessions in Station Court, was slow to recover, after a year where on-line training was the norm.

The Board of CAIS Social Enterprises is grateful to Adferiad for the continuing support from the company but recognises the need to respond to the ongoing financial challenges facing the businesses. As such the difficult decision to close Porters Café in Station Road, Colwyn Bay was taken in March 2023. Instead, working in partnership with St Giles Trust, a social supermarket will be launched in 2023, in the space previously occupied by Porters Café. This will help people living in the local community who are struggling with the increased cost of living to access fresh and nutritious food for a minimum weekly subscription, whilst receiving specialist and confidential advice and guidance on issues affecting their family.

STRATEGIC REPORT

Achievement and performance

Internal and External Factors

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.

During 2022/2023 Adferiad Recovery employed approximately 654 full and part-time staff across Wales and in Lancashire and had staff located in all 22 counties of Wales. Consistent policies and procedures on pay and conditions apply to all staff. During the year the Charity communicated and consulted regularly with its employees through monthly webinars; regular staff meetings; staff newsletters and mailings; and a range of meetings which cascade information both up and down the organisational structure. Much of this information is shared externally with project partners and stakeholders through similar methods.

Adferiad Recovery's Trustees see their employees as key stakeholders in the Charity and consult staff both formally and informally on the policies and direction of the Charity. The Charity has a recognised trade union (UNISON) to represent staff and staff have free, non-voting, associate membership of the Charity.

Adferiad Recovery has worked hard to ensure that all employees are paid the Living Wage Foundation pay rate and will continue to work with funders to ensure that contract arrangements reflect the value of Adferiad Recovery staff. Austerity and inflationary pressures combined with minimal or zero uplifts on contract values makes it increasingly difficult to maintain this position, but Adferiad Recovery continues to work with UNISON, and to lobby Welsh Government to ensure that no public services contracts are issued at less than Living Wage Foundation rates. We continue to seek ways to support our team through Cadw'n Iach (Keeping Well) - a programme providing staff benefits, counselling support, wellbeing benefits, and a helping hand where needed. Adferiad Recovery is seeking to become the employer of choice.

The founding Charities developed a model where managers and future managers met for shared learning and peer support. This programme also informed and supported the transition in the merger. Within this programme a number of managers undertook ILM Leadership and Management awards, and it is pleasing to note that of the current team of Directors and Associate Directors, almost two thirds of the team have developed through this approach. We support a number of staff undertaking post graduate learning including MBA programmes, and we are currently developing a future leaders programme and career pathways so that we retain and build on the talent within.

A process of dynamic and informative internal communication underpins the company ethos, which is delivered through a range of media such as the quarterly newsletter, staff away days, intranet updates and our new Sharepoint system provides a single point of access for staff.

Staff awards are made to those individuals and teams who are nominated by their peers as providing outstanding support to beneficiaries or colleagues. Adferiad Recovery staff are also recognised with awards for long service with significant numbers of staff exceeding fifteen years working for the organisation, and some approaching thirty years.

External factors influencing performance and achievement are largely influenced by public sector commissioners such as the Welsh Government, Local Authorities and the Heath Boards. Through its diverse range of services, Adferiad Recovery has been able to maintain its core position during the year whilst increasing other areas in delivering programmes to the highest standards.

Becoming a Rights Affirming Organisation

Adferiad Recovery is an organisation that 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.

STRATEGIC REPORT

Achievement and performance

In September 2021 Trustees committed Adferiad Recovery to becoming a Rights Affirming Organisation. This is a programme which 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, and engage with other organisations in this arena to ensure that Adferiad Recovery is seen as an organisation for everyone, and that we advocate, speak out, and challenge discrimination or disadvantage of any type in all that we do. We are 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 December 2021 Adferiad Recovery published our Anti-Racism Statement and we continue to work towards achievement of the Diverse Cymru Cultural Competence Certification Scheme.

Financial review

Financial position

The 2021/22 financial statements represent the first annual set of accounts for the newly merged organisation and include the donation of net assets relating to the individual entities (Hafal, WCADA and Adferiad Recovery CIO) which merged with CAIS on 1st April 2021, to form Adferiad Recovery. Previous year figures (2020/21) would usually be used as a comparison, but in this instance relate only to CAIS i.e. per-merger position.

There was an overall increase in Total Funds for 2021/22 of £7,102,677 - taking the cumulative figure to £8,494,097. The significant increase during this period was predominantly due to the donations of net assets received, which totalled £6,187,027 as listed below:

o Hafal - £4,928,637
o WCADA - £979,924 (of which £1,092,540 related to a Restricted Capital Grant)
o Adferiad Recovery CIO - £278,466

The second material factor affecting the year's result was the movement in funds affected by the Gwynedd Pension Fund actuarial valuation. The previous year's recorded liability of £467,000 (2021/22) was revalued, resulting in the fund being recorded as an asset of £52,000 in 2021/22. This exceptional gain was as a result of positive fund investment returns and market conditions as at 31st March 2022.

Investment policy and objectives

In accordance with the Adferiad Recovery Financial Regulations, the charitable company has an investment policy of investing liquid funds on short-term deposits, which can be accessed readily. The charity's finance department monitors the return on investment, ensuring income is maximised whilst remaining at low risk.

Reserves policy

Adferiad Recovery held an un-restricted reserve fund of £7,218,476 (pre-Pension) on 31st March 2022, which is invested in both tangible fixed assets and current assets. Based on the annual cost of funding the organisation's staff and accommodation, the trustees consider that the afore mentioned level of reserves would be adequate to cover Adferiad Recovery's committed expenditure for three months. This is in line with Adferiad Recovery's Financial Regulations.

Adferiad Recovery has adequate reserves to provide financial flexibility in meeting any forthcoming challenges. This includes temporary delays in cash receipts, changes to staffing levels (eg due to maternity leave), working capital fluctuations and responding to emergencies.

STRATEGIC REPORT

Principal risks and uncertainties

Adferiad Recovery's Trustees have agreed an updated General Statement of Policy under the Health & Safety at Work Act 1974. Adferiad Recovery has also assessed risk in relation to business and financial management and incorporated safeguards in the Financial Regulations and Delegated Authorities and Financial Standing Orders which were reviewed and updated in 2021/22 by the Trustees. During the year Trustees reviewed Adferiad Recovery's corporate risk assessment which addressed the major risks to which the Charity could be exposed, and a Corporate Risk Register was reviewed by Trustees on a quarterly basis. This Risk Register identifies and addresses the following:

- Probability of the risk
- Performance impact
- Mitigating actions
- Contingency plans
- Stakeholders affected
- Associated internal / external risks
- Risk owner

Adferiad Recovery's Health & Safety Committee convened as necessary during the year to monitor and review the safety of activities. Adferiad Recovery continues to engage Health and Safety specialist Amanda Trimble to provide specialist support and advice on Health & Safety processes and procedures with the aim of continuing to work in line with the Health and Safety Executive's model for "Successful Health and Safety Management". Recruitment and appointment of new trustees.

Service resourcing is assessed, and careful financial planning occurs at regular meetings between senior managers and the finance team. Each new project is assessed on its own merits and funding is procured before any new services commence.

STRATEGIC REPORT

Future plans

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. We do however welcome the Welsh Government new Out of Work Service which has replaced Cyfle Cymru and more details on how Adferiad is engaged in this project is included below.

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 respond in the following ways:

Seek joint working relationships with providers based elsewhere in the UK to develop shared approaches, increase awareness of Adferiad Recovery, and to share best practice. We will also continue to invest in our partnerships with Mental Health UK, Gamian, EUFAMI, DACW, 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 have always been committed to becoming registered as a Living Wage Foundation employer across our services and in 2022/2023 we applied for membership of the Foundation. Accreditation is expected in early 2023/24. 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.

While we believed that post pandemic there would be a renewed focus on delivery of services for the most vulnerable, the cost of living crisis has had a major impact on the sector. Adferiad Recovery has previously demonstrated our ability to flourish in adversity and we are confident that we will assist our beneficiaries through these challenging times.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Adferiad Recovery is a charity having been formed in 1976 when it was called Clwyd and Gwynedd Council on Alcoholism, later becoming CAIS. It became a charitable company incorporated on 28 September 1992 and registered with the Charity Commissioners of England and Wales (number 1039386). It is also a company limited by guarantee (number 02751104) and is governed by its Memorandum and Articles of Association amended on 1 April 2021.

Adferiad Recovery took on its current structure, name, and mission on 1st April 2021 following a merger between three corporate charities, CAIS, Hafal, WCADA, and Adferiad Recovery CIC (a special purpose vehicle jointly owned by the three corporate charities).

Adferiad Recovery's Mission Statement is as follows:

"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."

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution

Adferiad Recovery operates as a single company with up to twenty Trustees serving as Directors. The Trustees of Adferiad Recovery constitute its Board of Directors, are the subscribers to the Memorandum, and serve for terms of up to three years following either appointment by the Board, election through a ballot of associate Members, or co-option. Adferiad Recovery is managed by its Trustees who meet four times a year for that purpose. A Finance and Performance sub-committee and a People and Compliance sub-committee with ratified terms of reference and delegated authorities meet quarterly. Trustees are collectively responsible for reviewing and agreeing senior staff benefits and achieve this by means of reference to recommendations received from the Finance and Performance sub-committee.

Training for Trustees is provided both internally by Adferiad Recovery and externally through accessing information from Blake Morgan LLP, the Charity Commission, Companies House and other relevant organisations. Trustees receive an Induction Pack which includes Adferiad Recovery's Articles of Association, Adferiad Recovery's latest statutory accounts, minutes of most recent meetings, relevant policies and procedures, and Charity Commission publications relating to Trustees' roles and responsibilities. Trustees meet with the senior management team when they commence their term of office, and during the year Trustees visit local services, shadow staff and attend local events to gain first-hand knowledge of service delivery. Information from training events is circulated and discussed by all Trustees.

A formal system of delegation of authority is in place enabling the day-to-day running of the Charity by executive officers with reference as required to the Chair, Vice Chairs and Honorary Treasurer. In 2022/2023 the Charity's leadership structure was modified twice: once to accommodate all those senior staff transferring into the new organisation then latterly following a review to restructure to meet the needs of the organisation going forward. Details of the team have been included earlier in this report.

In addition to the Head Office in Colwyn Bay, Adferiad Recovery has offices in Swansea, bases in all counties of Wales along with a National Resource Centre in Cardiff and a residential treatment centre in Lancashire. 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's Chief Executive is a Trustee of DACW. The registered office of DACW is at Adferiad Recovery's registered address in Colwyn Bay.

Recruitment and appointment of new trustees

Recruitment is carried out on a needs basis with the emphasis on maintaining a balanced membership. Candidates are identified and interviewed to confirm their key skills and contribution to both the board and the organisation. Applications for membership shall be submitted in writing to the Company and are considered and voted upon by the Directors at the next board meeting. Membership of the Company is open to any individual or organisation resident within Wales. One third of the Directors retire from office annually by rotation, in order of those serving the longest in office. Those Directors can offer themselves up for re-election at the meeting.

Organisational governance

The governance structure is that of a Board of Trustees, who together with the Executive Directors manage the Charity's strategic direction and policies. Board attendance comprises the Chairperson, Company Secretary and the Member/Trustees, which are elected/re-elected at Annual General Meetings. Day to day affairs of the Charity are delegated to the Chief Executive and Deputy Chief Executive.

Induction and training of new trustees

Trustees are invited to receive the same level of induction and training as an employee, which allows them to carry out their duties with the benefit of understanding. In execution of their duties every Trustee is entitled to be indemnified against relevant costs incurred

STRUCTURE, GOVERNANCE AND MANAGEMENT

Key management remuneration

Directors are appointed as part of a recruitment process led and implemented by the board; their salaries are benchmarked by industry levels.

Related parties

Adferiad Recovery has a controlling interest in the following subsidiaries:

CAIS Social Enterprises Limited
Wholly owned. Operating as a trading company

The Jigsaw Organisation Limited
Wholly owned. Whilst the legal entity is dormant, Jigsaw operates as part of Adferiad Recovery within restricted reserves.

Ein Cyfle CIO
Charitable Incorporated Organisation. Specifically set up as a special purpose vehicle jointly owned by the three corporate charities (CAIS, Hafal and WCADA) ahead of the merger on 1st April 2021. The charity ceased activities on the 1st April 2021, but is still registered.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02751104 (England and Wales)

Registered Charity number

1039386

Registered office

36 Princes Drive
Colwyn Bay
North Wales
LL29 8LA

Trustees
Dr Dyfrig Morgan Ap Dafydd
Mr Geoffrey Peter Simpson (resigned 26.7.22)
Mr Robert Cledwyn Williams
Mr Simon Paul Green
Mrs Carys Roberts (resigned 21.9.22)
Mr Clive Edmund Wolfendale
Ms Mair Elliott (resigned 21.9.22)
Ms Suzanne Duval
Rev Susan Northcott
Prof Richard Owen
Ms Maggie Dix
Mr Howard Jones
Cllr Mary Sherwood
Mr Dean Pulling
Mrs Karen Jayne Ozzati (appointed 8.4.22)
Rev John David Edward Davies (appointed 8.4.22)
Mr Dafydd Rhys James (appointed 8.4.22)
Dr Andrea Lynne Davies (appointed 28.4.22)
Mr Keith Roy Simmonds (appointed 14.12.22)
Mrs Vicki Evans (appointed 14.12.22)
Mrs Samina Khan (appointed 14.12.22)

Key Management

Alun Thomas - Chief Executive
Sharon Jones - Deputy Chief Executive
Marian Williams - Company Secretary
Sandra Ackers - Director of Finance (from April 1st 2022)
Lianne Martynski - Director of Operations South (from April 7th 2022)
Naomii Oakley - Director of Operations North
Leon Marsh - Director of Hospital and Residential Services
Nia Murphy - Director of People, Planning and Performance (to 9th September 2022)
Lisa Williams - Director of Business Development and Fundraising (to April 15th 2022)
Euan Hails - Director of Clinical and Therapeutic Governance
Donna Chaves - Director of Impact and Insights (from 17th January 2023)

Auditors
Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
Glaslyn
Ffordd y Parc
Parc Menai
Bangor
Gwynedd
LL57 4FE

Bankers
Barclays Bank
84 Mostyn Street
Llandudno
LL30 2SH

Company Secretary
Ms Sandra Ackers (resigned 31.3.21)

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Adferiad Recovery Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

Following a re-tendering exercise held in December 2015, Williams Denton Cyf (the Charity's previous auditor), was successful in their application to be appointed external auditor for 2016 onwards, for the CAIS Group of Companies.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on ...20/09/2023... and signed on the board's behalf by:

.....
Mr Clive Edmund Wolfendale - Trustee

Opinion

We have audited the financial statements of Adferiad Recovery Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of legal counsel. There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

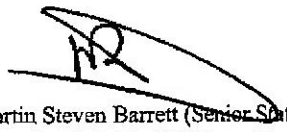
We did not identify any key audit matters relating to irregularities, including fraud. As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ADFERIAD RECOVERY LIMITED

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Martin Steven Barrett (Senior Statutory Auditor)
for and on behalf of Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
Glaslyn
Ffordd y Parc
Parc Menai
Bangor
Gwynedd
LL57 4FE

Date: 20/9/2023

ADFERIAD RECOVERY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**120,485**	**-**	**120,485**	169,895
Charitable activities	4				
Community Services		**15,358,485**	**43,480**	**15,401,965**	14,995,867
Residential Services		**8,909,371**	796,734	**9,706,105**	7,200,941
Investment income	3	**52,785**	**-**	**52,785**	(7,684)
Other income		**-**	**-**	**-**	6,187,027
Total		**24,441,126**	**840,214**	**25,281,340**	28,546,046
EXPENDITURE ON					
Charitable activities	5				
Community Services		**13,538,755**	**60,842**	**13,599,597**	13,389,875
Residential Services		**10,015,929**	**815,503**	**10,831,432**	8,082,090
Governance		**524,411**	**-**	**524,411**	520,404
Total		**24,079,095**	**876,345**	**24,955,440**	21,992,369
NET INCOME/(EXPENDITURE)		**362,031**	**(36,131)**	**325,900**	6,553,677
Transfers between funds	19	**(5,964)**	**5,964**	**-**	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit schemes		**609,000**	**-**	**609,000**	549,000
Net movement in funds		**965,067**	**(30,167)**	**934,900**	7,102,677
RECONCILIATION OF FUNDS					
Total funds brought forward		**7,270,479**	**1,223,618**	**8,494,097**	1,391,420
TOTAL FUNDS CARRIED FORWARD		**8,235,546**	**1,193,451**	**9,428,997**	8,494,097

The notes form part of these financial statements

ADFERIAD RECOVERY LIMITED

BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	11	**7,252,806**	**1,054,725**	**8,307,531**	7,989,273
Investments	12	**2**	**-**	**2**	2
		7,252,808	**1,054,725**	**8,307,533**	7,989,275
CURRENT ASSETS					
Debtors	13	**4,236,210**	**-**	**4,236,210**	3,666,260
Cash at bank		**4,635,996**	138,726	**4,774,722**	5,219,749
		8,872,206	**138,726**	**9,010,932**	8,886,009
CREDITORS					
Amounts falling due within one year	14	**(5,874,025)**	**-**	**(5,874,025)**	(5,701,444)
NET CURRENT ASSETS		**2,998,181**	**138,726**	**3,136,907**	3,184,565
TOTAL ASSETS LESS CURRENT LIABILITIES		**10,250,989**	**1,193,451**	**11,444,440**	11,173,840
CREDITORS					
Amounts falling due after more than one year	15	**(1,720,443)**	**-**	**(1,720,443)**	(1,806,049)
PROVISIONS FOR LIABILITIES	18	**(948,000)**	**-**	**(948,000)**	(925,694)
PENSION ASSET	20	**653,000**	**-**	**653,000**	52,000
NET ASSETS		**8,235,546**	**1,193,451**	**9,428,997**	8,494,097
FUNDS	19				
Unrestricted funds				**8,235,546**	7,270,479
Restricted funds				**1,193,451**	1,223,618
TOTAL FUNDS				**9,428,997**	8,494,097

The financial statements were approved by the Board of Trustees and authorised for issue on ....20/09/2023.... and were signed on its behalf by:

.....
Mr Clive Edmund Wolfendale - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements contain information about CAIS Limited as an individual charity and do not contain consolidated financial information as a parent of a group.

Financial reporting standard 102 - reduced disclosure exemptions
The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income
Income from service level agreements, grants, fees and rents; including capital grants, is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably except for:

When it is specified that income from service level agreements and grants received by the charitable company are to be used in future periods, then the income is deferred until that period.

When conditions are imposed which have to be fulfilled before the charitable company becomes entitled to use such income the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When specified, income including capital grants, is for a particular restricted purpose, which does not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Voluntary income is recognised as it is received unless it has a specific future purpose.

Investment Income

Investment income is included when receivable by the charitable company.

The trustees have considered the most appropriate policy for investing funds and have invested in risk free reserve accounts and other investments designed for the charity sector.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Donations paid are payments made to group members in the furtherance of the charitable objects of the charity.

continued...

1. ACCOUNTING POLICIES - continued

Charitable activities
Charitable expenditure comprises costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support direct activities.

Governance costs
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
Expenditure that can be directly attributed to specific activities has been categorised in accordance with their associated cost type.

Allocation and apportionment of costs
Expenditure that can be directly attributed to specific activities has been categorised in accordance with their associated cost type.
Shared costs, which are attributable to more than one activity, are apportioned across charitable categories on the basis of the proportion of time spent by staff on those activities for the whole year.

Operating leases and their related payments are included in the Statement of Financial Activities on a straight line basis over the term of the lease.

Tangible fixed assets
Tangible fixed assets for use by the charity are stated at cost or in cases where fixed assets have been donated at valuation at the time of acquisition, less depreciation.

Depreciation has been provided at the following rates in order to write down the cost or valuation less estimated residual value, of all tangible fixed assets by equal annual instalments over their expected useful lives: -

Freehold Buildings	**50 years - Straight line method**
Office Equipment	**3 years - Straight line method**
Fixtures and Fittings	**10 years - Straight line method**
Motor Vehicles	**4 years - Straight line method**

Investment Property

Where freehold property is considered a mixed motive property as defined by SORP 2016 the entire property has been accounted for as property within tangible fixed assets.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Funds held by the charitable company are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds- these are funds set aside by the trustees out of unrestricted general funds for specific future purposes, projects and fixed assets. Future pension commitments are also held as designated funds.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objects of the charitable company. Restrictions arise when donors state the specific purpose of the funds or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

continued...

1. ACCOUNTING POLICIES - continued

Going concern
The charitable company's future is largely dependent on funding from the public sector, such as local authorities and government agencies. The financial statements have been prepared on the basis that it will continue in operational existence for the foreseeable future and therefore the trustees consider it appropriate to publish the financial statements on a going concern basis.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	**120,485**	169,895

3. INVESTMENT INCOME

	2023	2022
	£	£
Investment income	**52,785**	(7,684)

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023	2022
		£	£
Other incoming resources	Community Services	**554,040**	151,108
Grants & Contracts	Community Services	**14,847,925**	14,844,759
Residents Income	Residential Services	**1,267,000**	1,183,789
Other incoming resources	Residential Services	**219,568**	102,555
Grants & Contracts	Residential Services	**8,219,537**	5,914,597
		25,108,070	22,196,808

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Welsh Government	**376,294**	1,089,183
Probationary/Prison Services	**958,126**	914,552
Local/Unitary Authorities	**10,124,922**	9,667,915
Health Service	**4,423,682**	3,528,973
WEFO	**2,838,396**	1,853,318
Other	**4,346,044**	3,705,415
	23,067,464	20,759,356

continued...

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Community Services	**10,823,996**	**2,775,601**	**13,599,597**
Residential Services	**9,196,982**	**1,634,450**	**10,831,432**
Governance	**-**	**524,411**	**524,411**
	20,020,978	**4,934,462**	**24,955,440**

6. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Community Services	**2,762,377**	**13,224**	**2,775,601**
Residential Services	**1,626,754**	**7,696**	**1,634,450**
Governance	**524,411**	**-**	**524,411**
	4,913,542	**20,920**	**4,934,462**

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Auditors' remuneration	**20,920**	23,544
Depreciation - owned assets	**275,660**	260,783
Surplus on disposal of fixed assets	**(52,372)**	(38,196)

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

Trustees' received reimbursement for expenses incurred in the year, which amounted to £121 (2022: £2,583)

continued...

9. STAFF COSTS

	31.3.23	31.3.22
	£	£
Wages and salaries	13,499,071	13,233,843
Social security costs	1,143,984	1,031,547
Pension costs	409,269	426,947
IAS19 pension valuation adjustment	9,000	20,000
	15,061,324	14,712,338

The average monthly number of employees during the year was as follows:

	2023	2022
Support staff	646	668
Governance (including Chief Officers)	6	5
	652	673

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	3	2
£70,001 - £80,000	1	-
£80,001 - £90,000	-	1
£90,001 - £100,000	1	1
	5	4

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	169,895	-	169,895
Charitable activities			
Community Services	14,991,117	4,750	14,995,867
Residential Services	7,135,576	65,365	7,200,941
Investment income	(7,684)	-	(7,684)
Other income	5,094,487	1,092,540	6,187,027
Total	27,383,391	1,162,655	28,546,046
EXPENDITURE ON			
Charitable activities			
Community Services	13,379,058	10,817	13,389,875
Residential Services	7,817,881	264,209	8,082,090
Governance	520,404	-	520,404

continued...

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Total	21,717,343	275,026	21,992,369
NET INCOME	5,666,048	887,629	6,553,677
Other recognised gains/(losses)			
Actuarial gains on defined benefit schemes	549,000	-	549,000
Net movement in funds	6,215,048	887,629	7,102,677
RECONCILIATION OF FUNDS			
Total funds brought forward	1,055,431	335,989	1,391,420
TOTAL FUNDS CARRIED FORWARD	7,270,479	1,223,618	8,494,097

11. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Motor vehicles £	Totals £
COST				
At 1 April 2022	8,084,964	251,958	312,857	8,649,779
Additions	118,000	327,682	227,664	673,346
Disposals	(64,271)	(11,704)	(8,764)	(84,739)
At 31 March 2023	8,138,693	567,936	531,757	9,238,386
DEPRECIATION				
At 1 April 2022	368,359	125,661	166,486	660,506
Charge for year	155,255	44,391	76,014	275,660
Eliminated on disposal	-	(3,632)	(1,679)	(5,311)
At 31 March 2023	523,614	166,420	240,821	930,855
NET BOOK VALUE				
At 31 March 2023	7,615,079	401,516	290,936	8,307,531
At 31 March 2022	7,716,605	126,297	146,371	7,989,273

continued...

12. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 April 2022 and 31 March 2023	2
NET BOOK VALUE	
At 31 March 2023	2
At 31 March 2022	2

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

CAIS Social Enterprises Ltd
Registered office:
Nature of business: Trading subsidiary

Class of share:	% holding
Ordinary	100

	2023 £	2022 £
Aggregate capital and reserves	(79,823)	(80,610)
Profit for the year	788	9,829

The Jigsaw Organisation Ltd
Registered office:
Nature of business: Dormant Company

Class of share:	% holding
Ordinary	100

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Operating debtors	3,350,138	2,749,714
Amounts owed by intercompany subsidiary	70,018	70,018
Other debtors	9,918	2,200
Accrued income	428,023	728,297
Prepayments and other debtors	378,113	116,031
	4,236,210	3,666,260

continued...

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Operating creditors	789,300	294,001
Social security and other taxes	271,267	255,441
Other creditors	170,046	227,863
Accruals and deferred income	4,643,412	4,924,139
	5,874,025	5,701,444

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2023	2022
	£	£
Other loans (see note 16)	1,196,360	1,390,200
Deferred income- capital grant	524,083	415,849
	1,720,443	1,806,049

Deferred income from Wrexham County Borough Council for the purchase of Champions House plus additional deferred income in 22/23 from the Police and Crime Commissioner for the purchase of 4 Nant Y Glyn Road.

16. LOANS

An analysis of the maturity of loans is given below:

	2023	2022
	£	£
Amounts falling due in more than five years:		
Repayable by instalments:		
Other loans more 5yrs instal	1,196,360	1,390,200

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	255,339	255,540
Between one and five years	464,917	479,417
	720,256	734,957

The following operating lease payments are committed to be paid within one year:

	Land & Buildings		Other Operating Leases	
	31.3.23	31.3.22	31.3.23	31.3.22
	£	£	£	£
Expiring:				
Within one year	255,339	255,540	-	-
Between one and five years	464,917	479,917	-	-

continued...

17. LEASING AGREEMENTS - continued

	720,256	735,457	-	-

18. PROVISIONS FOR LIABILITIES

	2023	2022
	£	£
Provisions	948,000	925,694

19. MOVEMENT IN FUNDS

	At 1.4.22	Net movement in funds	Transfers between funds	At 31.3.23
	£	£	£	£
Unrestricted funds				
General fund	7,218,479	370,031	(5,964)	7,582,546
Pension Fund	52,000	601,000	-	653,000
	7,270,479	971,031	(5,964)	8,235,546
Restricted funds				
SMAT Funded Dawn Centre	44,130	(2,306)	1,153	42,977
Community Funded Dawn Centre	141,634	(9,622)	4,811	136,823
CAMRE Bursary Fund / APB	144,160	(5,434)	-	138,726
WCADA Capital Grants	893,694	(18,769)	-	874,925
	1,223,618	(36,131)	5,964	1,193,451
TOTAL FUNDS	8,494,097	934,900	-	9,428,997

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds				
General fund	24,449,126	(24,079,095)	-	370,031
Pension Fund	(8,000)	-	609,000	601,000
	24,441,126	(24,079,095)	609,000	971,031
Restricted funds				
SMAT Funded Dawn Centre	-	(2,306)	-	(2,306)
Community Funded Dawn Centre	-	(9,622)	-	(9,622)
CAMRE Bursary Fund / APB	-	(5,434)	-	(5,434)
Gamble Aware Residentials Units	840,214	(840,214)	-	-
WCADA Capital Grants	-	(18,769)	-	(18,769)
	840,214	(876,345)	-	(36,131)
TOTAL FUNDS	25,281,340	(24,955,440)	609,000	934,900

continued...

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	1,522,431	5,696,048	7,218,479
Pension Fund	(467,000)	519,000	52,000
	1,055,431	6,215,048	7,270,479
Restricted funds			
SMAT Funded Dawn Centre	45,283	(1,153)	44,130
Community Funded Dawn Centre	146,445	(4,811)	141,634
CAMRE Bursary Fund / APB	144,261	(101)	144,160
WCADA Capital Grants	-	893,694	893,694
	335,989	887,629	1,223,618
TOTAL FUNDS	1,391,420	7,102,677	8,494,097

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	27,413,391	(21,717,343)	-	5,696,048
Pension Fund	(30,000)	-	549,000	519,000
	27,383,391	(21,717,343)	549,000	6,215,048
Restricted funds				
Restricted	(2)	2	-	-
SMAT Funded Dawn Centre	1	(1,154)	-	(1,153)
Community Funded Dawn Centre	-	(4,811)	-	(4,811)
CAMRE Bursary Fund / APB	4,751	(4,852)	-	(101)
Gamble Aware Residentials Units	65,365	(65,365)	-	-
WCADA Capital Grants	1,092,540	(198,846)	-	893,694
	1,162,655	(275,026)	-	887,629
TOTAL FUNDS	28,546,046	(21,992,369)	549,000	7,102,677

Purposes of the Restricted Fund

Community Funded Dawn Centre
The Big Lottery's Community Fund, financed the refurbishment of the DAWN Centre, Colwyn Bay during 2001/02. The 10 year evaluation has been completed. The fund is being reduced by an annual depreciation charge on the refurbishment cost.

SMAT Funded Dawn Centre

continued...

19. MOVEMENT IN FUNDS - continued

Conwy SMAT funded an extension to the Dawn Centre and much needed repair work to the basement - which was completed in June 2010. This fund is being reduced by an annual depreciation charge.

Camre Bursary Fund
The North Wales Probation fund was set aside in March 2003 for the future benefit of Probation clients. From this, a bursary scheme for ex-offender clients was created in 2009. The scheme aims to provide funding for accessing training and education. Since commencement the fund has disbursed approximately £210,000 to clients seeking assistance.

WCADA Capital Grant
Funds received from Welsh Government to WCADA for purchase of charity premises and property lease. Depreciation is charges against this fund on an annual basis.

Purposes of the Designated Fund

Research Work
This was a grant received from Lloyds TSB Foundation in 2006, which was to assist with research work alongside the Community Link Project.
During 2017/18 a proportion of this fund (£7,103) was used towards the costs of the Aged Veteran Co-ordinator who was engaging with and supporting veterans in the local community.

20. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a funded defined benefit scheme providing benefits based on final remuneration and membership period. The assets of the scheme are held separately from those of the charity. CAIS staff are members of the Gwynedd Pension Fund. Contributions are charged to the SOFA so as to spread the cost of pensions over the employees' working lives whilst with the fund.

Hymans Robertson who are a qualified independent actuary have carried out the annual interim valuation as at 31 March 2023.

The amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	
	2023	2022
	£	£
Present value of funded obligations	653,000	52,000
Fair value of plan assets	-	-
	653,000	52,000
Present value of unfunded obligations	-	-
Surplus	653,000	52,000
Net asset	653,000	52,000

continued...

20. EMPLOYEE BENEFIT OBLIGATIONS - continued

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	2023	2022
	£	£
Current service cost	9,000	20,000
Net interest from net defined benefit asset/liability	(1,000)	10,000
Past service cost	-	-
	8,000	30,000
Actual return on plan assets	-	-

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2023	2022
	£	£
Opening defined benefit obligation	(52,000)	467,000
Current service cost	9,000	20,000
Interest cost	(1,000)	10,000
Actuarial losses/(gains)	(609,000)	(549,000)
	(653,000)	(52,000)

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2023	2022
	£	£
	-	-

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2023	2022
	£	£
Actuarial gains/(losses)	609,000	549,000
	609,000	549,000

continued...

20. EMPLOYEE BENEFIT OBLIGATIONS - continued

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	2023	2022
Private Equity	6%	6%
Real Estate	8%	9%
Investment Funds & Unit Trusts	85%	84%
Cash and Cash Equivalents	1%	1%
	100%	100%

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2023	2022
Discount rate	4.75%	2.70%
Pension Increase Rate	3.00%	3.20%
Salary Increase Rate	3.50%	3.50%

21. RELATED PARTY DISCLOSURES

Due to the nature of the charity's operations and the composition of the board of trustees it is probable that transactions could take place with organisations in which a member may have an interest. Transactions involving organisations in which a trustee may have an interest are conducted at arm's length. The Charity has a policy that all trustees and directors must declare an interest if a related party transaction occurs.

During the year, the following related party transactions took place:

	Sales to related party	Purchases from related party	Amounts owed from related party	Amount owed to related party
Entities over which the group has joint control or significant influence				
CAIS Social Enterprises (06354260)				
2022	120,779	38,510	17,536	8,547
2023	185,700	41,345	29,909	10,115
Companies connected by Virtue of family Relationship to Nicola Thomas, Company Secretary between 1st April 2021 and 30th September 2021:				
Ward Electrical Services Ltd (Husband of a Director)				
2022	-	3,421	-	-
2023				

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**120,485**	169,895
Investment income		
Investment income	**52,785**	(7,684)
Charitable activities		
Residents Income	**1,267,000**	1,183,789
Other incoming resources	**773,608**	253,663
Grants & Contracts	**23,067,462**	20,759,356
	25,108,070	22,196,808
Other income		
Exceptional items	**-**	6,187,027
Total incoming resources	**25,281,340**	28,546,046
EXPENDITURE		
Charitable activities		
Wages	**13,457,256**	12,391,046
Telephone & mobiles	**173,036**	211,323
Recruitment advertising	**70,031**	54,861
Accommodation and property	**2,946,180**	1,857,224
Client costs & treatment	**432,732**	339,855
Subcontract services	**1,943,895**	1,214,911
Other direct costs	**81,601**	75,361
Staff training	**75,710**	50,683
Travel & subsistence	**706,917**	553,955
Staff clothing	**9,567**	9,559
Depreciation of tangible fixed assets	**173,925**	178,974
Loss on sale of tangible fixed assets	**(49,872)**	(38,196)
	20,020,978	16,899,556
Support costs		
Management		
Wages	**2,779,897**	2,900,209
Telephone & mobiles	**163,245**	119,042
Advertising	**76,113**	63,502
Legal and professional	**221,718**	381,814
Accommodation & property	**1,255,377**	1,321,623
Carried forward	**4,496,350**	4,786,190

ADFERIAD RECOVERY LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Management		
Brought forward	**4,496,350**	4,786,190
Outsourced HR services	**144**	1,887
Staff training	**20,693**	49,991
Travel & subsistence	**104,892**	78,195
Recruitment advertising	**33,651**	27,797
Donation	**70,000**	50,000
Other Direct Costs	**18,594**	-
Consultancy Costs	**79,751**	-
Depreciation of tangible and heritage assets	**91,967**	75,209
Loss on sale of tangible fixed assets	**(2,500)**	-
	4,913,542	5,069,269
Governance costs		
Auditors' remuneration	**20,920**	23,544
Total resources expended	**24,955,440**	21,992,369
Net income	**325,900**	6,553,677

ADFERIAD RECOVERY LIMITED

England & Wales - Charity number 1039386

Accounts



ADFERIAD RECOVERY

Our Impact

Annual Review 2021 - 2022



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- Our Values, Our Mission
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ADFERIAD RECOVERY

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

Associate Members throughout the Adferiad Staff Team

654

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!

138 Total Services

Services in **22** Counties

24 New / extended Services

76 Volunteers Supporting Services

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

Thats an engagement every **5 minutes!**

1,847,600+
people reached via social media

246
New Members of Staff

£2,700,000
worth of new services

Over the past year, volunteers have dedicated **4,467** hours of their time to Adferiad

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?

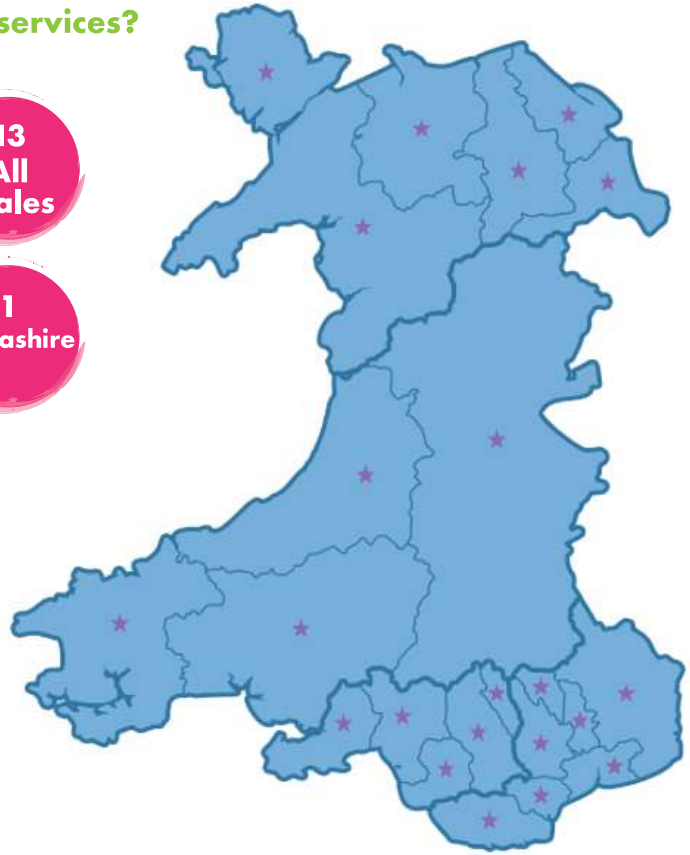
32 North Wales

13 All Wales

16 Mid Wales

1 Lancashire

76 South Wales



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."

Housing Support Contracts delivered this year

15

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.

VAWDASV

Gwent Violence Against Women, Domestic Abuse and Sexual Violence
Trais yn Erbyn Menywod, Cam-drin Domestig a Thrais Rhywiol Gwent

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 accomodation project for women with complex needs. Based in Porthmadog, it opperates 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 a 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

Launching a pilot Early Intervention in Psychosis Project in Cwm Taf

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)

Providing Housing related Support for CYP in Powys

Welsh Government Extended our COVID-19 Recovery projects

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

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

Launching a new Crisis Sanctuary Service in Aberystwyth

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

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 accomodation.

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 CURRENT LIABILITIES		9,950,222	1,223,168	11,173,840	3,059,432
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

REGISTERED COMPANY NUMBER: 02751104 (England and Wales)
REGISTERED CHARITY NUMBER: 1039386

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

FOR

ADFERIAD RECOVERY LIMITED

Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
13 Trinity Square
Llandudno
United Kingdom
CONWY
LL30 2RB

ADFERIAD RECOVERY LIMITED

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FOR THE YEAR ENDED 31 MARCH 2022

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report and financial statements of the charity for the year ended 31 March 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' as revised in March 2005.

OBJECTIVES AND ACTIVITIES

Objectives and Aims

ADFERIAD RECOVERY aims to make positive changes in the lives of people affected by drugs, alcohol, 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.

The following objects are listed within the Charity's governing document:
1. The treatment, care and support of persons suffering directly or indirectly from problems associated with alcohol or drug misuse and other dependencies
2. The prevention of alcohol and drug misuse through the provision of services for those suffering from or likely to suffer from substance misuse, addiction or other dependencies
3. Education and training for professionals and volunteers in the field and raising the awareness of the public through the media and through education about the incidence and effects on society of substance dependency and misuse affecting Wales and the Marches
4. The support, relief and treatment of persons suffering directly or indirectly from problems associated with mental health psychological and emotional well-being, illness, age, social exclusion or economic inactivity
5. The promotion and provision of advice and advocacy for persons suffering disadvantage either directly or indirectly from the problems caused by and the consequences of alcohol and drug misuse and other dependencies, disability, illness, age or social exclusion.

We achieve this through the following aims and objectives:

a) Safety will be at the heart of all we do. We will do our utmost to ensure the security, well-being and comfort of our clients. We will take all reasonable steps to protect and safeguard all who work for and with Adferiad Recovery.
b) We will assist each other in reaching personal goals, in realising creative potential and in striving for excellence. We will aspire for everyone in Adferiad Recovery to have a positive regard for their work and colleagues.
c) We will preserve the core values and mission of Adferiad Recovery, always subordinating personal and commercial advantage to our charitable goals. We will be reliable and trustworthy in all our dealings.
d) We will seek to meet and surpass the expectations of commissioners and clients. We will develop and maintain systems and processes that do not fail. We will address short-comings quickly and with good grace.
e) We will incorporate the needs and views of service users in the planning and delivery of all our provision. We will value and support those who volunteer to assist us. We will strive to understand and meet the needs of different communities who seek our services. We will operate through the medium of both Welsh and English.
f) We will maximise the use of our assets and minimise the cost of our overheads. We will actively seek partnership and collaboration in the interests of service improvement. We will assess and monitor the environmental consequences of our work, reducing the impact wherever possible.

These aims are based on the organisation's original Objects, and Trustees in 2022/2023 will develop an updated set of Objects for submission to the Charity Commission to better reflect the needs of our beneficiaries and the ambition, mission, and future of Adferiad Recovery.

OBJECTIVES AND ACTIVITIES

Significant activities

Adferiad Recovery's activities continue to focus on enhancing the quality of existing service provision whilst seeking to develop both geographically and by offering new service models. Our services are diverse and we operate in every local authority area in Wales whilst providing services for people from across the UK and beyond in our residential services. Our hospital and residential schemes deliver mental health care, in-patient detoxification, and rehabilitation. Our community services include housing related support, therapeutic interventions, counselling, support, advice, family and carer services and training. We operate in the publicly managed prisons in Wales, provide national financial advice through the Mental Health and Money Advice Service delivered within our role as Mental Health UK partners in Wales and with the very generous support of the Lloyds Banking Group.

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 of Work and Pensions primes, 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.

Public benefit

To further its objects, the Charity will:

o Provide information, advice, support and services of the highest standard to those experiencing mental health problems, substance misuse problems, and those with co-occurring and complex needs, or illness or disability of any kind, and their families and carers.

o Challenge discrimination through education and training.

o Campaign nationally and locally for high quality care, including both acute and long-stay services.

The Charity provides a wide range of services through a number of local projects and groups, supported by members and volunteers together with staff employed in operational and functional departments at local and national level. Adferiad Recovery's charitable activities are all undertaken to further its charitable purposes for the public benefit. The guidance contained in the Charity Commission's general guidance on public benefit has been referred to when reviewing Adferiad Recovery's aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

Specific activities are detailed within the following 'Achievements and Performance' section, which are provided free of charge at the point of delivery.

OBJECTIVES AND ACTIVITIES

Chief Executive's Reflections on Adferiad Recovery Post Merger

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 focussed 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.

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.

OBJECTIVES AND ACTIVITIES

Extraordinary Matters Post Merger

As the first year of operation of Adferiad Recovery developed, there were a number of major infrastructure and organisational management issues to address in the transition from small / medium organisations to a Charity of this scale. These included the retirement of a number of long-standing Trustees and senior staff, the alignment of financial systems, the combination of banking arrangements, and the integration of over 600 staff into payroll and personnel systems. This has been integrally supported by the updating of information technology systems and data processes, and whilst this has been a challenge for all involved, the organisation can be confident going forward that there are robust, secure, and reliable systems in place.

During this first year the organisation also addressed a number of property related matters including the disposal of redundant assets, termination of leases where the sites were duplicated following the merger, and the relocation of a number of staff. This again has provided greater security for the organisation.

Our campaign activity for the first year of operation focussed 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.

STRATEGIC REPORT

Achievement and performance

Charitable Activities

During the first year of operation as the merged Charity to 31st March 2022, Adferiad Recovery received 15,916 referrals to core services - including substance misuse, mental health, veterans, supported housing and homelessness, recovery, volunteering, criminal justice, training, and employment programmes.

Over the course of the year, Adferiad Recovery delivered 139 contracts for commissioners in government, health, local authorities and elsewhere, and provided a wide and diverse range of interventions for individuals in need. In addition, we were successful in developing a further 20 new services or expansion projects. Services were delivered throughout Wales as well as in Lancashire, by Adferiad Recovery and its subsidiaries. Through Cyfle Cymru, Adferiad Recovery leads the delivery of the Welsh Government's EU-funded "Out of Work" Service in five of the seven Welsh health board areas.

Adferiad Recovery measures the success of its activities through contract monitoring and management arrangements to ensure achievement and compliance which includes service feedback from service users and carers receiving Adferiad Recovery services. Adferiad Recovery's internal Quality Standards audits are applied to all Adferiad Recovery services and external validation provided through achievement of ISO 9001:2015 accreditation, Investors in People (IIP) accreditation and Agored Cymru Centre recognition. Adferiad Recovery is also subject to inspection by the Care Inspectorate for Wales for registered domiciliary care services and Parkland Place as a residential unit, Healthcare Inspectorate Wales which routinely audits and inspects the services in Pontardawe and Wrexham, and Care Quality Commission for our service in Lancashire and inspection reports are available on their websites.

During 2021/2022 Adferiad Recovery further developed the expertise first demonstrated in the Beat the Odds project to expand and intensify our services for those with gambling addictions and sadly we expect this work to continue to grow as people experience the impact of the cost-of-living crisis.

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.

A range of high-quality publications and information was produced during 2021/2022. The Adferiad Recovery brand development continued, and new websites and social media campaigns will follow in 2022/2023.

Adferiad Recovery's existing websites continued to be regularly updated with news and information; Adferiad Recovery's on-line service, Clic continues to grow across the UK as part of our work with Mental Health UK.

Adferiad Recovery continued to update and develop the Mental Health Wales website and produced a quarterly journal which was circulated widely throughout Wales and which included issues focusing on physical health, young people, carers, co-occurring disorders, and the Mental Health Act. Adferiad Recovery's social media sites continued to develop and increase in popularity in 2021/2022, highlighting the latest news and events, and now have over 32,000 followers. Visits to our website were over 258,000, Twitter visits over 415,000, and our total social media reach exceeded 1,847,600.

Adferiad Recovery's Public Affairs work during 2021/2022 continued to be both influential and far-reaching. Extensive media and campaigning work during the year responded to current affairs and included in-depth features and interviews on both television and radio, and in the local and national press. Coverage included features on BBC Wales Today; ITV Wales news; Newyddion 9 (S4C); BBC Radio Wales; BBC Radio Cymru, local press and social media, and a regular column in the Western Mail. Our approach to this work is to ensure that as much as possible the voices of those with lived experience should be heard above those of professional commentators and we continue to support our clients who wish to share their experiences.

2021/2022 also saw the return post Covid-19 of our much-appreciated physical wellbeing days in Swansea and Colwyn Bay where beneficiaries and staff join together in fun physical activities designed to promote the benefits of physical wellbeing, exercise, social contact, and healthy eating. The events are often highly contested and enjoyed by all.

Although not every service is detailed, a review of the most significant achievements and performance is summarised below.

Employment Programmes:

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.

Cyfle Cymru

Adferiad Recovery leads the delivery of the large-scale project by fellow DACW members across all five lot areas throughout Wales and directly delivers the Cyfle Cymru programme in North Wales, with Kaleidoscope in Powys, with Barod and Kaleidoscope in Gwent, and with Barod in Western Bay and Dyfed. It marks the largest service ever delivered by Adferiad Recovery - in terms of both value and geographical spread.

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.

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 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.

Cyfle Cymru was successful in securing an extension to 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.

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.

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 chaotic and often have a history of entrenched rough sleeping. The support needs of the service users includes but will not be limited to
o involvement with the criminal justice system
o mental health/undiagnosed mental health issues
o substance misuse issues
o co-occurring issues

Within the first few months of delivery, Adferiad were successfully in securing additional funding to add provision to our contract to deliver Housing First for Youth, specifically supporting children and young people who are vulnerable into safe accommodation.

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.

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 in 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.

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. 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.

Volunteering

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.

Many of our services rely on the effort and generosity of volunteers. Around 76 volunteers committed 4,469 volunteering hours last year, a contribution for which we continue to be very thankful.

Our volunteering support is increasing again post Covid-19 and we will continue our investment in this invaluable resource.

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 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.

Ty Adferiad

This year also saw us develop a much-needed service for women with complex needs who are engaged with the criminal justice service. The development of Ty Adferiad, a six-bed high quality house in Gwynedd provides 24-hour recovery focussed support, building on the highly successful model developed at Ty'n Rodyn for men.

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.

STRATEGIC REPORT

Achievement and performance

Subsidiary Undertakings

Activities and achievements are summarised as follows:

CAIS Social Enterprises

Coming out of the Covid-19 restrictions has been a challenge for the café operations, and a decision was made during the pandemic to permanently close cafés in Cardiff and Rhyl. The remaining sites in Colwyn Bay have reopened and trade is building but is still not at the pre-pandemic levels. The Board of CAIS Social Enterprises is grateful to the Adferiad Recovery Board for continuing the financial support for the company and believes that development is the way we shall come through the challenges of the pandemic. 2022/2023 will see further investment in CAIS Social Enterprises.

The current At Your Service Training Programme which began in February 2020 was put on hold while the cafes were closed. This has since re-started and has been extended from June 2022 to September 2022, with revised outcomes agreed

STRATEGIC REPORT

Achievement and performance

Internal and External Factors

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.

During 2021/2022 Adferiad Recovery employed approximately 654 full and part-time staff across Wales and in Lancashire and had staff located in all 22 counties of Wales. Consistent policies and procedures on pay and conditions apply to all staff. During the year the Charity communicated and consulted regularly with its employees through monthly webinars; regular staff meetings; staff newsletters and mailings; and a range of meetings which cascade information both up and down the organisational structure. Much of this information is shared externally with project partners and stakeholders through similar methods.

Adferiad Recovery's Trustees see their employees as key stakeholders in the Charity and consult staff both formally and informally on the policies and direction of the Charity. The Charity has a recognised trade union (UNISON) to represent staff and staff have free, non-voting, associate membership of the Charity.

Adferiad Recovery has worked hard to ensure that all employees are paid the Living Wage Foundation pay rate and will continue to work with funders to ensure that contract arrangements reflect the value of Adferiad Recovery staff. Austerity and inflationary pressures combined with minimal or zero uplifts on contract values makes it increasingly difficult to maintain this position, but Adferiad Recovery continues to work with UNISON, and to lobby Welsh Government to ensure that no public services contracts are issued at less than Living Wage Foundation rates. We continue to seek ways to support our team through Cadw'n Iach (Keeping Well) - a programme providing staff benefits, counselling support, wellbeing benefits, and a helping hand where needed. Adferiad Recovery is seeking to become the employer of choice.

The founding Charities developed a model where managers and future managers met for shared learning and peer support. This programme also informed and supported the transition in the merger. Within this programme a number of managers undertook ILM Leadership and Management awards and it is pleasing to note that of the current team of Directors and Associate Directors, almost two thirds of the team have developed through this approach. We support a number of staff undertaking post graduate learning including MBA programmes, and we are currently developing a future leaders programme and career pathways so that we retain and build on the talent within.

A process of dynamic and informative internal communication underpins the company ethos, which is delivered through a range of media such as the quarterly newsletter, staff away days, intranet updates and Plans are in place for a new Sharepoint system which will provide a single point of access for staff.

Staff awards are made to those individuals and teams who are nominated by their peers as providing outstanding support to beneficiaries or colleagues. Adferiad Recovery staff are also recognised with awards for long service with significant numbers of staff exceeding fifteen years working for the organisation, and some approaching thirty years.

External factors influencing performance and achievement are largely influenced by public sector commissioners such as the Welsh Government, Local Authorities and the Heath Boards. Through its diverse range of services, Adferiad Recovery has been able to maintain its core position during the year whilst increasing other areas in delivering programmes to the highest standards.

Becoming a Rights Affirming Organisation

Adferiad Recovery is an organisation that 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.

STRATEGIC REPORT
Achievement and performance

In September 2021 Trustees committed Adferiad Recovery to becoming a Rights Affirming Organisation. This is a programme which 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, and engage with other organisations in this arena to ensure that Adferiad Recovery is seen as an organisation for everyone, and that we advocate, speak out, and challenge discrimination or disadvantage of any type in all that we do. We are 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 December 2021 Adferiad Recovery published our Anti-Racism Statement and we continue to work towards achievement of the Diverse Cymru Cultural Competence Certification Scheme.

Financial review
Financial position
The 2021/22 financial statements represent the first annual set of accounts for the newly merged organisation and include the donation of net assets relating to the individual entities (Hafal, WCADA and Adferiad Recovery CIO) which merged with CAIS on 1st April 2021, to form Adferiad Recovery. Previous year figures (2020/21) would usually be used as a comparison, but in this instance relate only to CAIS i.e. per-merger position.

There was an overall increase in Total Funds for 2021/22 of £7,102,677 - taking the cumulative figure to £8,494,097. The significant increase during this period was predominantly due to the donations of net assets received, which totalled £6,187,027 as listed below:

o Hafal - £4,928,637
o WCADA - £979,924 (of which £1,092,540 related to a Restricted Capital Grant)
o Adferiad Recovery CIO - £278,466

The second material factor affecting the year's result was the movement in funds affected by the Gwynedd Pension Fund actuarial valuation. The previous year's recorded liability of £467,000 (2021/22) was revalued, resulting in the fund being recorded as an asset of £52,000 in 2021/22. This exceptional gain was as a result of positive fund investment returns and market conditions as at 31st March 2022.

Investment policy and objectives
In accordance with the Adferiad Recovery Financial Regulations, the charitable company has an investment policy of investing liquid funds on short-term deposits, which can be accessed readily. The charity's finance department monitors the return on investment, ensuring income is maximised whilst remaining at low risk.

Reserves policy
Adferiad Recovery held an un-restricted reserve fund of £7,218,476 (pre-Pension) on 31st March 2022, which is invested in both tangible fixed assets and current assets. Based on the annual cost of funding the organisation's staff and accommodation, the trustees consider that the afore mentioned level of reserves would be adequate to cover Adferiad Recovery's committed expenditure for three months. This is in line with Adferiad Recovery's Financial Regulations.

Adferiad Recovery has adequate reserves to provide financial flexibility in meeting any forthcoming challenges. This includes temporary delays in cash receipts, changes to staffing levels (eg due to maternity leave), working capital fluctuations and responding to emergencies.

STRATEGIC REPORT

Principal risks and uncertainties

Adferiad Recovery's Trustees have agreed an updated General Statement of Policy under the Health & Safety at Work Act 1974. Adferiad Recovery has also assessed risk in relation to business and financial management and incorporated safeguards in the Financial Regulations and Delegated Authorities and Financial Standing Orders which were reviewed and updated in 2021/22 by the Trustees. During the year Trustees reviewed Adferiad Recovery's corporate risk assessment which addressed the major risks to which the Charity could be exposed and a Corporate Risk Register was reviewed by Trustees on a quarterly basis. This Risk Register identifies and addresses the following:

- Probability of the risk
- Performance impact
- Mitigating actions
- Contingency plans
- Stakeholders affected
- Associated internal / external risks
- Risk owner

Adferiad Recovery's Health & Safety Committee convened as necessary during the year to monitor and review the safety of activities. Adferiad Recovery continues to engage Health and Safety specialist Amanda Trimble to provide specialist support and advice on Health & Safety processes and procedures with the aim of continuing to work in line with the Health and Safety Executive's model for "Successful Health and Safety Management". Recruitment and appointment of new trustees.

Service resourcing is assessed and careful financial planning occurs at regular meetings between senior managers and the finance team. Each new project is assessed on its own merits and funding is procured before any new services commence.

STRATEGIC REPORT

Future plans

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 respond in the following ways:

Seek joint working relationships with providers based elsewhere in the UK to develop shared approaches, increase awareness of Adferiad Recovery, and to share best practice. 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 focussed approach.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Adferiad Recovery is a charity having been formed in 1976 when it was called Clwyd and Gwynedd Council on Alcoholism, later becoming CAIS. It became a charitable company incorporated on 28 September 1992 and registered with the Charity Commissioners of England and Wales (number 1039386). It is also a company limited by guarantee (number 02751104) and is governed by its Memorandum and Articles of Association amended on 1 April 2021.

Adferiad Recovery took on its current structure, name, and mission on 1st April 2021 following a merger between three corporate charities, CAIS, Hafal, WCADA, and Adferiad Recovery CIC (a special purpose vehicle jointly owned by the three corporate charities).

Adferiad Recovery's Mission Statement is as follows:

"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."

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution

Adferiad Recovery operates as a single company with up to twenty Trustees serving as Directors. The Trustees of Adferiad Recovery constitute its Board of Directors, are the subscribers to the Memorandum, and serve for terms of up to three years following either appointment by the Board, election through a ballot of associate Members, or co-option. Adferiad Recovery is managed by its Trustees who meet four times a year for that purpose. A Finance and Performance sub-committee and a People and Compliance sub-committee with ratified terms of reference and delegated authorities meet quarterly. Trustees are collectively responsible for reviewing and agreeing senior staff benefits and achieve this by means of reference to recommendations received from the Finance and Performance sub-committee.

Training for Trustees is provided both internally by Adferiad Recovery and externally through accessing information from Blake Morgan LLP, the Charity Commission, Companies House and other relevant organisations. Trustees receive an Induction Pack which includes Adferiad Recovery's Articles of Association, Adferiad Recovery's latest statutory accounts, minutes of most recent meetings, relevant policies and procedures, and Charity Commission publications relating to Trustees' roles and responsibilities. Trustees meet with the senior management team when they commence their term of office, and during the year Trustees visit local services, shadow staff and attend local events to gain first-hand knowledge of service delivery. Information from training events is circulated and discussed by all Trustees.

A formal system of delegation of authority is in place enabling the day-to-day running of the Charity by executive officers with reference as required to the Chair, Vice Chairs and Honorary Treasurer. In 2021/2022 the Charity's leadership structure was modified twice: once to accommodate all those senior staff transferring into the new organisation then latterly following a review to restructure to meet the needs of the organisation going forward. Details of the team have been included earlier in this report.

In addition to the Head Office in Colwyn Bay, Adferiad Recovery has offices in Swansea, bases in all counties of Wales along with a National Resource Centre in Cardiff and a residential treatment centre in Lancashire. 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's Chief Executive is a Trustee of DACW. The registered office of DACW is at Adferiad Recovery's registered address in Colwyn Bay.

Recruitment and appointment of new trustees

Recruitment is carried out on a needs basis with the emphasis on maintaining a balanced membership. Candidates are identified and interviewed to confirm their key skills and contribution to both the board and the organisation. Applications for membership shall be submitted in writing to the Company and are considered and voted upon by the Directors at the next board meeting. Membership of the Company is open to any individual or organisation resident within Wales. One third of the Directors retire from office annually by rotation, in order of those serving the longest in office. Those Directors can offer themselves up for re-election at the meeting.

Organisational governance

The governance structure is that of a Board of Trustees, who together with the Executive Directors manage the Charity's strategic direction and policies. Board attendance comprises the Chairperson, Company Secretary and the Member/Trustees, which are elected/re-elected at Annual General Meetings. Day to day affairs of the Charity are delegated to the Chief Executive and Deputy Chief Executive.

Induction and training of new trustees

Trustees are invited to receive the same level of induction and training as an employee, which allows them to carry out their duties with the benefit of understanding. In execution of their duties every Trustee is entitled to be indemnified against relevant costs incurred.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Key management remuneration

Directors are appointed as part of a recruitment process led and implemented by the board; their salaries are benchmarked by industry levels.

Related parties

Adferiad Recovery has a controlling interest in the following subsidiaries:

CAIS Social Enterprises Limited
Wholly owned. Operating as a trading company

The Jigsaw Organisation Limited
Wholly owned. Whilst the legal entity is dormant, Jigsaw operates as part of Adferiad Recovery within restricted reserves.

These subsidiary undertakings operate for the benefit of Adferiad Recovery's objects. Further details are disclosed in Note 8 - Investments and Note 17 - Related Party Transactions.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02751104 (England and Wales)

Registered Charity number

1039386

Registered office

36 Princes Drive
Colwyn Bay
North Wales
LL29 8LA

Trustees
Dr Dyfrig Morgan Ap Dafydd
Mr Geoffrey Peter Simpson
Mr Robert Cledwyn Williams
Mr Simon Paul Green
Mrs Carys Roberts
Mr Clive Edmund Wolfendale
Ms Mair Elliott (appointed 1.4.21)
Ms Suzanne Duval (appointed 1.4.21)
Prof Euan Jonathan Hails (appointed 1.4.21) (resigned 7.5.21)
Rev Susan Northcott (appointed 1.4.21)
Prof Richard Owen (appointed 1.4.21)
Ms Maggie Dix (appointed 1.4.21)
Ms Anne Craven (appointed 1.4.21) (resigned 31.1.22)
Mr Howard Jones (appointed 1.4.21)
Ms Cathy Nowell (appointed 1.4.21) (resigned 4.10.21)
Cllr Mary Sherwood (appointed 1.4.21)
Mr Dean Pulling (appointed 1.4.21)

Key Management

Alun Thomas - Chief Executive
Lynn Bennoch - Deputy Chief Executive
Nicola Thomas: Company Secretary (to 30th September 2021)
Marian Williams - Company Secretary (from 30th September 2021)
Sharon Jones - Lead Director of Operations
Naomii Oakley - Director of Operations (North)
Leon Marsh - Director of Hospital and Residential Services
Nia Murphy - Director of People, Planning and Performance
Karen Ozzati - Director of Business Development and Fundraising (to 30th December 2021)
Lisa Williams - Director of Business Development and Fundraising (from 30th December 2021)
Geraint Jones - Director of Clinical and Therapeutic Services (to 31st July 2021)
Becky Hancock - Director of Intervention and Treatment Services (to 31st August 2021)
Lisa Shipton - Director of Specialist Services (to 31st October 2021)
Euan Hails - Director of Clinical and Therapeutic Governance

Auditors
Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
13 Trinity Square
Llandudno
United Kingdom
CONWY
LL30 2RB

Bankers
Barclays Bank
84 Mostyn Street
Llandudno
LL30 2SH

Company Secretary
Ms Sandra Ackers (resigned 31.3.21)

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Adferiad Recovery Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

Following a re-tendering exercise held in December 2015, Williams Denton Cyf (the Charity's previous auditor), was successful in their application to be appointed external auditor for 2016 onwards, for the CAIS Group of Companies.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Report of the trustees incprporating a strategic report, approved by order of the board of trustees, as the company directors, on 21/9/2022 and signed on the board's behalf by:

.....
Mr Clive Edmund Wolfendale - Trustee

Opinion
We have audited the financial statements of Adferiad Recovery Limited (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

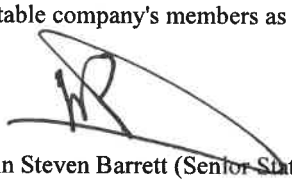
We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of legal counsel. There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

We did not identify any key audit matters relating to irregularities, including fraud. As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Martin Steven Barrett (Senior Statutory Auditor)
for and on behalf of Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
13 Trinity Square
Llandudno
United Kingdom
CONWY
LL30 2RB

Date: 21/9/2022

ADFERIAD RECOVERY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 **Total funds £**	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and 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 income	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 defined 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

The notes form part of these financial statements

ADFERIAD RECOVERY LIMITED

BALANCE SHEET
31 MARCH 2022

	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
		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**	**1,031,889**	**5,219,749**	2,514,754
		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 CURRENT LIABILITIES		**9,950,222**	**1,223,618**	**11,173,840**	3,059,432
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 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

The financial statements were approved by the Board of Trustees and authorised for issue on 21/9/2022 and were signed on its behalf by:

.....
Mr Clive Edmund Wolfendale - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements contain information about CAIS Limited as an individual charity and do not contain consolidated financial information as a parent of a group.

Financial reporting standard 102 - reduced disclosure exemptions
The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income
Income from service level agreements, grants, fees and rents; including capital grants, is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably except for:

When it is specified that income from service level agreements and grants received by the charitable company are to be used in future periods, then the income is deferred until that period.

When conditions are imposed which have to be fulfilled before the charitable company becomes entitled to use such income the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When specified, income including capital grants, is for a particular restricted purpose, which does not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Voluntary income is recognised as it is received unless it has a specific future purpose.

Investment Income

Investment income is included when receivable by the charitable company.

The trustees have considered the most appropriate policy for investing funds and have invested in risk free reserve accounts and other investments designed for the charity sector.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Donations paid are payments made to group members in the furtherance of the charitable objects of the charity.

continued...

1. ACCOUNTING POLICIES - continued

Charitable activities
Charitable expenditure comprises costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support direct activities.

Governance costs
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
Expenditure that can be directly attributed to specific activities has been categorised in accordance with their associated cost type.

Allocation and apportionment of costs
Expenditure that can be directly attributed to specific activities has been categorised in accordance with their associated cost type.
Shared costs, which are attributable to more than one activity, are apportioned across charitable categories on the basis of the proportion of time spent by staff on those activities for the whole year.

Operating leases and their related payments are included in the Statement of Financial Activities on a straight line basis over the term of the lease.

Tangible fixed assets
Tangible fixed assets for use by the charity are stated at cost or in cases where fixed assets have been donated at valuation at the time of acquisition, less depreciation.

Depreciation has been provided at the following rates in order to write down the cost or valuation less estimated residual value, of all tangible fixed assets by equal annual instalments over their expected useful lives: -

Freehold Buildings	**50 years - Straight line method**
Office Equipment	**3 years - Straight line method**
Fixtures and Fittings	**10 years - Straight line method**
Motor Vehicles	**4 years - Straight line method**

Investment Property

Where freehold property is considered a mixed motive property as defined by SORP 2016 the entire property has been accounted for as property within tangible fixed assets.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Funds held by the charitable company are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds- these are funds set aside by the trustees out of unrestricted general funds for specific future purposes, projects and fixed assets. Future pension commitments are also held as designated funds.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objects of the charitable company. Restrictions arise when donors state the specific purpose of the funds or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

continued...

1. ACCOUNTING POLICIES - continued

Going concern
The charitable company's future is largely dependent on funding from the public sector, such as local authorities and government agencies. The financial statements have been prepare accounts on the basis that it will continue in operational existence for the foreseeable future and therefore the trustees consider it appropriate to publish the financial statements on a going concern basis.

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	**169,895**	6,626

3. INVESTMENT INCOME

	2022	2021
	£	£
Investment income	**(7,684)**	(9,268)

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Residents Income	Community Services	**-**	439,157
Other incoming resources	Community Services	**151,108**	170,820
Grants & Contracts	Community Services	**14,844,759**	5,777,107
Residents Income	Residential Services	**1,183,789**	33,370
Other incoming resources	Residential Services	**102,555**	1,288,033
Grants & Contracts	Residential Services	**5,914,597**	2,070,077
		22,196,808	9,778,564

Grants received, included in the above, are as follows:

	2022	2021
	£	£
Welsh Government	**1,089,183**	185,679
Probationary/Prison Services	**914,552**	159,000
Local/Unitary Authorities	**9,667,915**	2,535,055
Health Service	**3,528,973**	1,877,887
WEFO	**1,853,318**	1,991,055
Other	**3,705,415**	1,098,508
	20,759,356	7,847,184

continued...

5. RAISING FUNDS

Raising donations and legacies

	2022	2021
	£	£

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 7)	Totals
	£	£	£
Community Services	**10,303,749**	**3,086,126**	**13,389,875**
Residential Services	**6,595,807**	**1,486,283**	**8,082,090**
Governance	**-**	**520,404**	**520,404**
	16,899,556	**5,092,813**	**21,992,369**

7. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Community Services	**3,070,235**	**15,891**	**3,086,126**
Residential Services	**1,478,630**	**7,653**	**1,486,283**
Governance	**520,404**	**-**	**520,404**
	5,069,269	**23,544**	**5,092,813**

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Auditors' remuneration	**23,544**	6,060
Depreciation - owned assets	**260,783**	64,938
Surplus on disposal of fixed assets	**(38,196)**	(184,332)

continued...

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

Trustees received reimbursement for expenses incurred in the year, which amounted to £2,583 (2021 £434).

10. STAFF COSTS

	31.3.22	31.3.21
	£	£
Wages and salaries	**13,233,843**	4,799,110
Social security costs	**1,031,547**	380,082
Pension costs	**426,947**	165,069
IAS19 pension valuation adjustment	**20,000**	19,000
	14,712,338	5,363,260

The average monthly number of employees during the year was as follows:

	2022	2021
Support staff	**668**	249
Governance (including Chief Officers)	**5**	2
	673	251

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,001 - £70,000	**2**	-
£70,001 - £80,000	**-**	1
£80,001 - £90,000	**1**	-
£90,001 - £100,000	**1**	-
	4	1

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	6,626	-	6,626
Charitable activities			
Community Services	6,387,084	-	6,387,084
Residential Services	3,385,742	5,738	3,391,480
Investment income	(9,268)	-	(9,268)
Other income	184,332	-	184,332
Total	9,954,516	5,738	9,960,254
EXPENDITURE ON			
Charitable activities			
General	-	-	-
Community Services	5,662,794	-	5,662,794
Residential Services	4,006,419	10,163	4,016,582
Governance	170,038	-	170,038
Total	9,839,251	10,163	9,849,414
NET INCOME/(EXPENDITURE)	115,265	(4,425)	110,840
Other recognised gains/(losses)			
Actuarial gains on defined benefit schemes	49,000	-	49,000
Net movement in funds	164,265	(4,425)	159,840
RECONCILIATION OF FUNDS			
Total funds brought forward	891,165	340,415	1,231,580
TOTAL FUNDS CARRIED FORWARD	1,055,430	335,990	1,391,420

continued...

12. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Motor vehicles £	Totals £
COST				
At 1 April 2021	**2,394,820**	**193,521**	**115,683**	**2,704,024**
Additions	**5,865,144**	**63,481**	**206,174**	**6,134,799**
Disposals	**(175,000)**	**(5,044)**	**(9,000)**	**(189,044)**
At 31 March 2022	**8,084,964**	**251,958**	**312,857**	**8,649,779**
DEPRECIATION				
At 1 April 2021	**223,173**	**79,550**	**112,920**	**415,643**
Charge for year	**148,394**	**49,823**	**62,566**	**260,783**
Eliminated on disposal	**(3,208)**	**(3,712)**	**(9,000)**	**(15,920)**
At 31 March 2022	**368,359**	**125,661**	**166,486**	**660,506**
NET BOOK VALUE				
At 31 March 2022	**7,716,605**	**126,297**	**146,371**	**7,989,273**
At 31 March 2021	2,171,647	113,971	2,763	2,288,381

13. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 April 2021 and 31 March 2022	**2**
NET BOOK VALUE	
At 31 March 2022	**2**
At 31 March 2021	2

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

CAIS Social Enterprises Ltd
Registered office:
Nature of business: Trading subsidiary

Class of share:	% holding
Ordinary	**100**

	2022	2021
	£	£
Aggregate capital and reserves	**(80,610)**	(90,439)
Profit for the year	**9,829**	6,543

continued...

13. FIXED ASSET INVESTMENTS - continued

The Jigsaw Organisation Ltd
Registered office:
Nature of business: Dormant Company

Class of share:	% holding
Ordinary	**100**

14. DEBTORS

	2022	2021
	£	£
Amounts falling due within one year:		
Operating debtors	**2,749,714**	566,625
Amounts owed by intercompany subsidiary	**70,018**	70,018
Other debtors	**2,200**	256,073
Accrued income	**728,297**	564,043
Prepayments and other debtors	**116,031**	95,752
	3,666,260	1,552,511
Amounts falling due after more than one year:		
Amounts owed by group undertakings	**-**	75,000
Aggregate amounts	**3,666,260**	1,627,511

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Operating creditors	**294,001**	265,799
Social security and other taxes	**255,441**	96,122
Other creditors	**227,863**	119,806
Accruals and deferred income	**4,924,139**	2,889,489
	5,701,444	3,371,216

continued...

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022	2021
	£	£
Other loans (see note 17)	**1,390,200**	583,212
Deferred income- capital grant	**415,849**	283,800
	1,806,049	867,012

Deferred income from Wrexham County Borough Council for the purchase of Champions House plus additional deferred income in 21/22 from the Police and Crime Commissioner for the purchase of 4 Nant Y Glyn Road.

17. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due in more than five years:		
Repayable by instalments:		
Other loans more 5yrs instal	**1,390,200**	583,212

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022	2021
	£	£
Within one year	**255,540**	227,496
Between one and five years	**479,417**	481,276
	734,957	708,772

The following operating lease payments are committed to be paid within one year:

	Land & Buildings		Other Operating Leases	
	31.3.21	31.3.20	**31.3.22**	31.3.21
	£	£	£	£
Expiring:				
Within one year	**255,540**	219,987	-	7,509
Between one and five years	**479,917**	479,917	-	1,359
	734,957	699,904	-	8,868

continued...

19. PROVISIONS FOR LIABILITIES

	2022	2021
	£	£
Provisions	925,694	334,000

20. MOVEMENT IN FUNDS

	At 1.4.21	Net movement in funds	At 31.3.22
	£	£	£
Unrestricted funds			
General fund	1,522,431	5,696,048	7,218,479
Pension Fund	(467,000)	519,000	52,000
	1,055,431	6,215,048	7,270,479
Restricted funds			
SMAT Funded Dawn Centre	45,283	(1,153)	44,130
Community Funded Dawn Centre	146,445	(4,811)	141,634
CAMRE Bursary Fund / APB	144,261	(101)	144,160
WCADA Capital Grants	-	893,694	893,694
	335,989	887,629	1,223,618
TOTAL FUNDS	1,391,420	7,102,677	8,494,097

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds				
General fund	27,413,391	(21,717,343)	-	5,696,048
Pension Fund	(30,000)	-	549,000	519,000
	27,383,391	(21,717,343)	549,000	6,215,048
Restricted funds				
Restricted	(2)	2	-	-
SMAT Funded Dawn Centre	1	(1,154)	-	(1,153)
Community Funded Dawn Centre	-	(4,811)	-	(4,811)
CAMRE Bursary Fund / APB	4,751	(4,852)	-	(101)
Gamble Aware Residentials Units	65,365	(65,365)	-	-
WCADA Capital Grants	1,092,540	(198,846)	-	893,694
	1,162,655	(275,026)	-	887,629
TOTAL FUNDS	28,546,046	(21,992,369)	549,000	7,102,677

continued...

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	1,388,165	134,266	1,522,431
Pension Fund	(497,000)	30,000	(467,000)
	891,165	164,266	1,055,431
Restricted funds			
Restricted	1	(1)	-
SMAT Funded Dawn Centre	46,437	(1,154)	45,283
Community Funded Dawn Centre	151,256	(4,811)	146,445
CAMRE Bursary Fund / APB	142,721	1,540	144,261
	340,415	(4,426)	335,989
TOTAL FUNDS	1,231,580	159,840	1,391,420

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	9,973,516	(9,839,250)	-	134,266
Pension Fund	(19,000)	-	49,000	30,000
	9,954,516	(9,839,250)	49,000	164,266
Restricted funds				
Restricted	-	(1)	-	(1)
SMAT Funded Dawn Centre	-	(1,154)	-	(1,154)
Community Funded Dawn Centre	-	(4,811)	-	(4,811)
CAMRE Bursary Fund / APB	5,738	(4,198)	-	1,540
	5,738	(10,164)	-	(4,426)
TOTAL FUNDS	9,960,254	(9,849,414)	49,000	159,840

Purposes of the Restricted Fund

Community Funded Dawn Centre
The Big Lottery's Community Fund, financed the refurbishment of the DAWN Centre, Colwyn Bay during 2001/02. The 10 year evaluation has been completed. The fund is being reduced by an annual depreciation charge on the refurbishment cost.

SMAT Funded Dawn Centre
Conwy SMAT funded an extension to the Dawn Centre and much needed repair work to the basement - which was completed in June 2010. This fund is being reduced by an annual depreciation charge.

continued...

20. MOVEMENT IN FUNDS - continued

Camre Bursary Fund
The North Wales Probation fund was set aside in March 2003 for the future benefit of Probation clients. From this, a bursary scheme for ex-offender clients was created in 2009. The scheme aims to provide funding for accessing training and education. Since commencement the fund has disbursed approximately £210,000 to clients seeking assistance.

WCADA Capital Grant
Funds received from Welsh Government to WCADA for purchase of charity premises and property lease. Depreciation is charges against this fund on an annual basis.

Purposes of the Designated Fund

Research Work
This was a grant received from Lloyds TSB Foundation in 2006, which was to assist with research work alongside the Community Link Project.
During 2017/18 a proportion of this fund (£7,103) was used towards the costs of the Aged Veteran Co-ordinator who was engaging with and supporting veterans in the local community.

21. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a funded defined benefit scheme providing benefits based on final remuneration and membership period. The assets of the scheme are held separately from those of the charity. CAIS staff are members of the Gwynedd Pension Fund. Contributions are charged to the SOFA so as to spread the cost of pensions over the employees' working lives whilst with the fund.

Hymans Robertson who are a qualified independent actuary have carried out the annual interim valuation as at 31 March 2022.

The amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
Present value of funded obligations	**52,000**	(467,000)
Fair value of plan assets	**-**	-
	52,000	(467,000)
Present value of unfunded obligations	**-**	-
Surplus/(Deficit)	**52,000**	(467,000)
Net asset/(liability)	**52,000**	(467,000)

continued...

21. EMPLOYEE BENEFIT OBLIGATIONS - continued

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
Current service cost	**20,000**	8,000
Net interest from net defined benefit asset/liability	**10,000**	11,000
Past service cost	**-**	-
	30,000	19,000
Actual return on plan assets	**-**	-

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
Opening defined benefit obligation	**467,000**	497,000
Current service cost	**20,000**	8,000
Interest cost	**10,000**	11,000
Actuarial losses/(gains)	**(549,000)**	(49,000)
	(52,000)	467,000

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
	-	-

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
Actuarial gains/(losses)	**549,000**	49,000
	549,000	49,000

continued...

21. EMPLOYEE BENEFIT OBLIGATIONS - continued

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	2022	2021
Private Equity	**6%**	6%
Real Estate	**9%**	8%
Investment Funds & Unit Trusts	**84%**	85%
Cash and Cash Equivalents	**1%**	1%
	100%	100%

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2022	2021
Discount rate	**2.70%**	2.00%
Pension Increase Rate	**3.20%**	2.85%
Salary Increase Rate	**3.50%**	3.15%

22. RELATED PARTY DISCLOSURES

Due to the nature of the charity's operations and the composition of the board of trustees it is probable that transactions could take place with organisations in which a member may have an interest. Transactions involving organisations in which a trustee may have an interest are conducted at arm's length. The Charity has a policy that all trustees and directors must declare an interest if a related party transaction occurs.

During the year, the following related party transactions took place:

	Sales to related party	**Purchases from related party**	**Amounts owed from related party**	**Amount owed to related party**
Entities over which the group has joint control or significant influence				
CAIS Social Enterprises (06354260)				
2021	62,601	19,467	38,729	-
2022	120,779	38,510	17,536	8,547

Companies connected by Virtue of family Relationship to Nicola Thomas, Company Secretary between 1st April 2021 and 30th September 2021:

Ward Electrical Services Ltd (Husband of a Director)				
2022	-	3,421	-	-

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**169,895**	6,626
Investment income		
Investment income	**(7,684)**	(9,268)
Charitable activities		
Residents Income	**1,183,789**	472,527
Other incoming resources	**253,663**	1,458,853
Grants & Contracts	**20,759,356**	7,847,184
	22,196,808	9,778,564
Other income		
Gain on sale of tangible fixed assets	**-**	184,332
Exceptional items	**6,187,027**	-
	6,187,027	184,332
Total incoming resources	**28,546,046**	9,960,254
EXPENDITURE		
Charitable activities		
Wages	**12,391,046**	4,392,259
Telephone & mobiles	**211,323**	44,537
Recruitment advertising	**54,861**	202,881
Accommodation and property	**1,857,224**	1,236,161
Client costs & treatment	**339,855**	272,861
Subcontract services	**1,214,911**	1,954,716
Other direct costs	**75,361**	119,203
Staff training	**50,683**	18,382
Travel & subsistence	**553,955**	89,324
Staff clothing	**9,559**	1,868
Depreciation of tangible fixed assets	**178,974**	39,487
Loss on sale of tangible fixed assets	**(38,196)**	-
	16,899,556	8,371,679
Support costs		
Management		
Wages	**2,900,209**	861,966
Telephone & mobiles	**119,042**	5,524
Carried forward	**3,019,251**	867,490

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
	£	£
Management		
Brought forward	**3,019,251**	867,490
Advertising	**63,502**	46,157
Legal and professional	**381,814**	125,614
Accommodation & property	**1,321,623**	361,057
Outsourced HR services	**1,887**	25,468
Staff training	**49,991**	24,080
Travel & subsistence	**78,195**	2,703
Recruitment advertising	**27,797**	-
Donation	**50,000**	-
Depreciation of tangible and heritage assets	**75,209**	19,106
	5,069,269	1,471,675
Governance costs		
Auditors' remuneration	**23,544**	6,060
Total resources expended	**21,992,369**	9,849,414
Net income	**6,553,677**	110,840

ADFERIAD RECOVERY LIMITED

England & Wales - Charity number 1039386

Accounts

REGISTERED COMPANY NUMBER: 02751104 (England and Wales)
REGISTERED CHARITY NUMBER: 1039386

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

FOR

CAIS LIMITED

Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
13 Trinity Square
Llandudno
United Kingdom
CONWY
LL30 2RB

CAIS LIMITED

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FOR THE YEAR ENDED 31 MARCH 2021

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CAIS LIMITED

A MESSAGE FROM THE CHIEF EXECUTIVE
FOR THE YEAR ENDED 31 MARCH 2021

These statements summarise the final year of trading for CAIS Ltd. Its charitable registration and activities continue under the name, Adferiad Recovery Ltd, following a momentous year of change which saw the company merge with long-standing partner agencies, Hafal, WCADA and the Adferiad CIO. 2020/1 was also marked my final year as chief executive of CAIS; at the point of merger I was privileged to take up the position of Board Chair of the new entity. The Board has appointed Mr Alun Thomas as CEO, with Mrs Lynn Bennoch as deputy continuing to oversee the new company's finances.

Accordingly, a challenging year which was significantly compromised by the Covid pandemic, concluded in this hugely positive development, creating strong prospects for assuring the continuity of former CAIS services and the employment of its staff. The merger was long in the planning and careful in the implementation, respecting the legacy of each of the constituent charities. It is pleasing that the continuing development of partnerships and collaboration highlighted in many previous reports culminated in such a profound and promising outcome.

Notwithstanding the overwhelming attention needed to bring the merger into effect CAIS traded successfully during the year, maintaining revenues and delivering a modest surplus. This outturn is, in itself, especially pleasing given the restrictions, costs and public mood associated with the pandemic. I am grateful for the courage, commitment and skill of CAIS staff in bringing about such exceptional results.

The vision of CAIS founders therefore continues; the enhanced body now working across all of Wales and parts of England to deliver critical services to the most vulnerable. There has rarely been a time in our recent history when this support was so urgently required.

Clive Wolfendale
Chief Executive 2009-21

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report and financial statements of the charity for the year ended 31 March 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' as revised in March 2005.

OBJECTIVES AND ACTIVITIES

Objectives and aims

CAIS aims to make positive changes in the lives of people affected by drugs, alcohol 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.

The following objects are listed within the Charity's governing document:
1. The treatment, care and support of persons suffering directly or indirectly from problems associated with alcohol or drug misuse and other dependencies
2. The prevention of alcohol and drug misuse through the provision of services for those suffering from or likely to suffer from substance misuse, addiction or other dependencies
3. Education and training for professionals and volunteers in the field and raising the awareness of the public through the media and through education about the incidence and effects on society of substance dependency and misuse affecting Wales and the Marches
4. The support, relief and treatment of persons suffering directly or indirectly from problems associated with mental health psychological and emotional well-being, illness, age, social exclusion or economic inactivity
5. The promotion and provision of advice and advocacy for persons suffering disadvantage either directly or indirectly from the problems caused by and the consequences of alcohol and drug misuse and other dependencies, disability, illness, age or social exclusion.

We achieve this through the following aims and objectives:

a) Safety will be at the heart of all we do. We will do our utmost to ensure the security, well-being and comfort of our clients. We will take all reasonable steps to protect and safeguard all who work for and with CAIS.
b) We will assist each other in reaching personal goals, in realising creative potential and in striving for excellence. We will aspire for everyone in CAIS to have a positive regard for their work and colleagues.
c) We will preserve the core values and mission of CAIS, always subordinating personal and commercial advantage to our charitable goals. We will be reliable and trustworthy in all our dealings.
d) We will seek to meet and surpass the expectations of commissioners and clients. We will develop and maintain systems and processes that do not fail. We will address short-comings quickly and with good grace.
e) We will incorporate the needs and views of service users in the planning and delivery of all our provision. We will value and support those who volunteer to assist us. We will strive to understand and meet the needs of different communities who seek our services. We will operate through the medium of both Welsh and English.
f) We will maximise the use of our assets and minimise the cost of our overheads. We will actively seek partnership and collaboration in the interests of service improvement. We will assess and monitor the environmental consequences of our work, reducing the impact wherever possible.

Significant activities

CAIS' activities continue to focus on enhancing the quality of existing service provision whilst seeking to develop both geographically and by offering new services. About half of our services are residential whilst the other half represents a diverse range of community-based services.
Our residential schemes deliver housing related support, in-patient detoxification and rehabilitation. Our community services include therapeutic interventions, counselling, support, advice and training.
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. CAIS actively and collaboratively works with the Welsh Government, Local Health Boards, Local Authorities, Community Drug and Alcohol Services, Area Planning Boards, Department of Work and Pensions primes, 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.

OBJECTIVES AND ACTIVITIES

Public benefit

The trustees are satisfied that the objects of the charity, as set out in the company's memorandum of association, are for the public benefit, as defined in the Charities Act 2011.

'Public benefit' is generally provided to those requiring drug, alcohol and other services. In addition to substance misuse, clients often have multiple needs that include unemployment, mental health, offending, homelessness and ex-military. We also deliver specialist services that meet those additional needs including I-CAN (unemployment), Parabl (mental health), Change Step (veterans) and Jigsaw (ex-offenders).

Specific activities are detailed within the following 'Achievements and Performance' section, which are provided free of charge at the point of delivery.

STRATEGIC REPORT

Achievement and performance

Charitable Activates

During the 12 months to 31st March 2021, CAIS received 8,961 referrals to core services - including substance misuse, mental health, veterans, supported housing and homelessness, recovery, volunteering, criminal justice, training and employment programmes.

Over the course of the year, CAIS delivered 64 contracts for commissioners in government, health, local authorities and elsewhere, and provided a wide and diverse range of interventions for individuals in need. Services were delivered throughout Wales as well as in Lancashire, by CAIS and its subsidiaries. Through Cyfle Cymru, CAIS leads the delivery of the Welsh Government's EU-funded "Out of Work" Service in five of the seven Welsh health board areas. At Hafan Wen (55%) and Salus Withnell Hall (97%) the total proportion of clients requiring residential detox and rehabilitation referred from across the UK was 77%.

CAIS has continued to explore new opportunities in residential services. The newly opened private residential unit Parkland Place offered unrivalled therapy for people with experience of alcohol addiction, drug addiction, gambling addiction and other harmful behavioural conditions and attracted 117 referrals during the year.

The Third Sector continues to experience increasingly competitive tendering arrangements, to which CAIS has responded through the development a strategy of opportunity and diversification. During 2020-21, CAIS continued to bid for and implement contracts, developed new strategic partnerships, and increased and expanded existing services.

Although not every service is detailed, a review of the most significant achievements and performance is summarised below.

Therapeutic Interventions

Community-based interventions offer substance misuse, mental health and dual diagnosis counselling, and other therapies.

CAIS drug and counselling offer received 693 referrals from throughout North Wales, offering more than 3,500 appointments in the community. Wrexham and Flintshire Therapeutic Intervention projects continue to perform well, with 359 referrals received during the year and average caseloads of 39.

In partnership with local mental health charities, CAIS continues to provide contract management and delivery of the Parabl Talking Therapies Partnership on behalf of Betsi Cadwaladr University Health Board. There were 1,662 telephone referrals during the year, which is within the contractual target of 2,500 referrals per year. This innovative service is designed to follow a 'stepped care' approach to interventions, including self-help, groups and counselling, and continues to attract referrals far in excess of those originally anticipated.

Employment Programmes

I Can Work

I Can Work is a service originally commissioned by the North wales 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 March 2020, and has been extended to June 2022.

A total of 985 have been referred to the service, of whom 156 have gained employment, during what has been a difficult year.

Cyfle Cymru

CAIS delivers the Cyfle Cymru programme alongside Hafal in North Wales, and with Hafal and Kaleidoscope in Powys, and leads the delivery of the large-scale project by fellow DACW members across all five lot areas throughout Wales. It marks the largest service ever delivered by CAIS - in terms of both value and geographical spread.

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.

From the commencement of the project in August 2016 to the end of March 2021, Cyfle Cymru has attracted 11,960 registrations across the five lots areas - including 4,993 in North Wales. Nearly 15,000 accredited and non-accredited qualifications have been awarded since the programme began and 1098 people have been supported into employment.

Cyfle Cymru was successful in securing an extension to August 2022. Our focus is now on embedding this valuable service within the substance misuse and mental health sector in Wales, and in pursuing good quality, empowering employment outcomes for our participants.

Supporting People

During the year, CAIS delivered 15 Supporting People contracts in Ynys Môn, Gwynedd, Conwy, Denbighshire, Wrexham and Pembrokeshire. A total of 60 clients accessed the supported accommodation service from 43 move-on properties. We also delivered several floating support contracts to 407 clients in their own homes.

Residential support helps individuals to develop or maintain skills and confidence to enable them to live independent, fulfilling lives in a safe and secure environment. Across our managed service, we target an occupancy level of at least 90%. Whilst circumstances are sometimes beyond our control, we are pleased to report that occupancy levels exceeded targets in our managed properties across North Wales during the period.

Young Persons' Services

CAIS delivers a range of young persons' services to clients with experience of the criminal justice system 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.

Don't Touch - Tell! and Don't Drink - Think! continue to receive excellent feedback and play an important role within the primary schools of North Wales and Powys, promoting 'keepsafe' messages through the medium of performance. This year, 1,035 children attended 231 performances in 53 schools. Both programmes receive regular positive testimonials from schools, and we look forward to delivering this important service for many years to come.

The Wrexham Homelessness Prevention Service, delivered in partnership with Shelter, continues to deliver outcomes far beyond target, evidencing the clear need for this support within Wrexham. Between April and December 2020, CAIS provided housing support and advocacy services to 305 clients. Our team resolved hundreds of housing issues, prevented 78 people from becoming homeless, and successfully moved 58 people on into new accommodation. With the ongoing support of a bank of volunteers, the Soup Dragon has become a more tailored and intervention-focused service, to ensure people can access the dedicated help they need as well as a hot nutritious meal. During the year, 1267 client accessed the Drop-In Service and were helped and supported.

Tier 4 Residential Services

Hafan Wen - our purpose-built detoxification and treatment centre - is located on the campus of the Wrexham Maelor Hospital. Of the 25 beds available, 13 are contracted to BCUHB - with occupancy averaging 51% during 2020-21. The overall occupancy level at Hafan Wen was 56.5%; with local authorities from the northwest of England continuing to access the remaining 12 beds.

After 20 years delivering residential rehabilitation services in Bangor, Tyn Rodyn closed its doors in 2018. Since then, working closely with Gwynedd Council and HMP Berwyn, the service has been reviewed and re-modelled, to provide accommodation for men who are on early prison leave. Tyn Rodyn re-opened in March 2019 and supported 16 clients in 2020/21.

Parkland Place opened its doors in 2018 and welcomed 117 guests during 2020/21. Overall occupancy has been 50.7% so far. Feedback has been unanimously positive.

The CAIS detoxification unit at Salus Withnell Hall has enjoyed good occupancy throughout the year and CAIS continues to support the whole site with commercial, technical and governance expertise.

Volunteering

CAIS 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 CAIS one of only a few dozen organisations in Wales entitled to use the Investors in Volunteers badge.

Many of our services rely on the effort and generosity of volunteers. Around 116 volunteers committed over 3,200 volunteering hours last year, a contribution for which we continue to be very thankful.

Many participants on recovery focused CAIS programmes engage in voluntary work as part of these projects. Initiatives include restoration work, gardening, cleaning, litter picking and painting. This work can help people to develop confidence, gain new skills and boost self-esteem. Much of our work in the community continues to attract positive media coverage and has been welcomed by communities across North Wales.

Highly visible volunteering projects have also been undertaken by participants in the Cyfle Cymru, while members of Jigsaw routinely offer their volunteering services at community events, through diversionary activities and for family prison visits.

Volunteering is flourishing at Champions' House in Wrexham, where dedicated members have committed to running our active recovery hub in partnership with CAIS staff. Our Wrexham recovery offers a wider range of help for disadvantaged and vulnerable people, and a revitalised programme of training and events. Partners include Wrexham County Borough Council, North Wales Police, HMP Berwyn, Betsi Cadwaladr University Health Board, charities and other agencies.

Military Veteran Programmes

Since launching Change Step in late 2013, our veteran-to-veteran peer mentors have supported over 2,600 veterans and their families. Our approach has been endorsed by the respected Forces in Mind Trust, which called Change Step a "vital bridging mechanism", "cost-effective" and "best-in-class" and highlighted our work in hospitals, the criminal justice system and in supporting former members of the Armed Forces in crisis. Our work was also subject to a Social Return on Investment review by Mantell Gwynedd, which stated that for every £1 spent, just over £7 of social value was created by Change Step.

In 2018 we were awarded funding for 2 years from the Armed Forces Covenant Trust to deliver support to veterans and their families suffering from serious stress. We were one of only 7 organisations in the UK to be awarded funding from this grant. Our close collaboration continued with Veterans NHS Wales, with the support of funding from BCUHB for 2 veteran peer mentors in north Wales.

This funding ended in March 2021 and we continue to seek sustainable sources of funding to ensure continuation of the Change Step project. This is going to be particularly challenging given that many of the grant providers such as Help for Heroes and the Royal British Legion are reducing their external grants. In addition to this the Covid -19 pandemic has disrupted our own ability to raise our own funds so we are currently exploring different sources such as Welsh Government and the National Lottery.

In addition to this we delivered support to older veterans, 65 years and older, through the Aged Veterans Fund, funded by the RBL. Research conducted as part of this work has indicated the significant social value generated by the project.

Additional funding from the Army Benevolent Fund enabled us to identify and deliver a support service to veterans who are isolated due to geographical location or social exclusion.

During the year, we were awarded emergency funds from the Armed Forces Covenant Trust to support veterans and their families with offers of food parcels and help to pay domestic bills for those veterans who have been adversely affected by the pandemic.

Involvement

Commissioned by BCUHB and the North Wales Area Planning Board for Substance Misuse, Caniad - the combined voice for mental health and substance misuse involvement in north Wales - has already engaged with hundreds of service users, made a direct contribution to the development of new mental health strategy.

330 service users, ex-service users and carers are signed up to provide representation, feedback and input into services and over 17,900 have attended over 500 engagement events across North Wales.

Dedicated staff are working alongside service providers to ensure participants have a voice in the design, development and delivery of mental health and substance misuse services.

Caniad is jointly hosted by CAIS and mental health charity Hafal, but operates exclusively in the interest of the users of support services.

Subsidiary Undertakings
Activities and achievements are summarised as follows:

CAIS Social Enterprises

Operationally, the pandemic caused massive disruption to the social enterprises for much of the financial year with the cafes being forced to close in line with government guidance during the lock-down periods and then re-opening for short periods, at reduced capacity, to allow for social distancing.

This reduction in trading opportunities meant income levels for 2020/21 were a fraction of the those achieved in the previous year. As events were cancelled and working from home became the norm, the demand for outside catering no longer existed.

The café staff were furloughed for much of the year and emergency funding contributed towards the fixed costs of the businesses, as well as a donation from the parent charity (CAIS). This enabled CAIS Social Enterprises to report a small operating surplus (before tax) of £6,543. Turnover was reduced from £372,333 in 2019/20 to £31,559.

The current At Your Service Training Programme which began in February 2020 was put on hold while the cafes were closed. This has since re-started and has been extended from June 2022 to September 2022, with revised outcomes agreed.

STRATEGIC REPORT

Achievement and performance

Internal and External Factors

CAIS' 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 adequate training, personnel management, quality, information systems, safeguarding and health & safety within CAIS.

Following on from the 2015/16 programme of assessment and coaching delivered to eight senior managers in CAIS, a second phase of Leadership and Management training was introduced in 2016/17 for its junior managers. Having strengthened their skills and knowledge, this group of managers are now performing at a high level and contributing to the planning and implementation of new strategies. It is pleasing that a member of this cohort was appointed to a director post during the course of the year.

A process of dynamic and informative internal communication underpins the company ethos, which is delivered through a range of media such as the quarterly newsletter, staff away days, intranet updates and a range of meetings which cascade information both up and down the organisational structure. Much of this information is shared externally with project partners and stakeholders through similar methods.

External factors influencing performance and achievement are largely influenced by public sector commissioners such as the Welsh Government, Local Authorities and the Heath Boards. Through its diverse range of services, CAIS has been able to maintain its core position during the year whilst increasing other areas in delivering programmes to the highest standards.

Financial review

Financial position

There was an overall increase in Total Funds for 2020/21 of £159,840 to £1,391,420. The movement in funds is affected by the Gwynedd Pension Fund actuarial valuation, which although predicts long term future liabilities saw a decrease in its liability value during 2020/21 to £467,000 (from £497,000 in 2019/20). Income levels increased for the financial year, to £9,960,254 compared to £9,939,316 in the previous year.

Debtors were on a par with previous year while Creditors increased, as a result of pending claims on the Cyfle Cymru project and the respective amounts due to partners.

Investment policy and objectives

In accordance with the CAIS Financial Regulations, the charitable company has a investment policy of investing liquid funds on short-term deposits, which can be accessed fairly readily. The charity's finance department monitors the return on investment, ensuring income is maximised whilst remaining at low risk.

Reserves policy

CAIS held an unrestricted reserve fund of £1,522,431 (pre-Pension) at the year end, which is invested in both tangible fixed assets and current assets. Based on the annual cost of funding the organisation's staff and accommodation, the trustees consider that the afore mentioned level of reserves would be adequate to cover CAIS for 2.5 months.

Although the current level of reserves may prove sufficient, the Board recognises the need to improve this to a more conventional minimum level of 3 months (as stated in CAIS Financial Regulations). CAIS has adequate reserves to provide financial flexibility in meeting any forthcoming challenges. This includes temporary delays in cash receipts, changes to staffing levels (eg due to maternity leave), working capital fluctuations and responding to emergencies.

STRATEGIC REPORT

Principal risks and uncertainties

Major risks to which the charity is exposed are reviewed by the trustees and systems established to manage those risks. Identified risks at a strategic level are benchmarked against the Charity's reserves, objectives, materiality and external factors; any material decisions being taken with the full support of the board of trustees.

The risk management process is administered by means of a Corporate Risk Register which is reviewed and updated by Directors on a quarterly basis or as potential risks arise. The process considers the following:

- Probability of the risk
- Performance impact
- Mitigating actions
- Contingency plans
- Stakeholders affected
- Associated internal / external risks
- Risk owner

The risk management process is further underpinned by the following CAIS Policies:

- Policy No. 048 - Risk Management:
Considers and allocates responsibility relating to
- Corporate Risk
- Clinical Risk
- Commercial Risk
- Health & Safety Risk

- Policy No. 059 - Business Continuity Plan
A set of procedures and information intended to deliver continuity of critical activities in the event of major disruption

Service resourcing is assessed and careful financial planning occurs at regular meetings between senior managers and the finance team. Each new project is assessed on its own merits and funding is procured before any new services commence.

STRATEGIC REPORT

Future plans

It is clear that the Welsh Government, Local Authorities, Health Boards and other commissioners continue to have the will and commitment to tackle problems with social depravation including drug and alcohol misuse. This commitment should have positive implications for CAIS and other similar providers throughout Wales.

The Wales European structural funding streams leading up to 2022, will enable clients to be fully supported throughout their programme of engagement with the aim of enabling them to become more economically active within their communities. This has previously been the aim of our Peer Mentoring, Crew-It and Active Inclusion Schemes, which provided opportunities for work experience, education and training, whilst empowering clients to change their lives and gain economic independence and continues to be the aim of the All Wales Cyfle Cymru Programme.

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

On a national Wales level, such as through membership of DACW (Developing a Caring Wales)

Seek joint working relationships with providers based in England to deliver services in the Welsh Marches

Strengthen targeted joint bids for particular groups such as mental health, veterans, older people, offending and families with organisations such as Mind, the Royal British Legion and Age Concern

Deliver national contracts locally by joining prime contractor supply chains such as Rehab JobFit.

Overall, CAIS 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.

Running parallel to this, CAIS intends to merge with Hafal, a leading mental health charity in Wales and WCADA, a substance misuse charity, delivering services in the Western Bay area, on 1st April 2021. The newly merged organisation - Adferiad Recovery, will deliver services to individuals who have co-occurring issues, in line with the Welsh Government Strategy, as well as continuing to support those with single issues.

This is a very exciting opportunity to provide holistic services to those in need.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

CAIS was the operating name for Cyngor Alcohol Information Service, which registered with the Charity Commission on 12 July 1994 (number 1039386). The organisation has been operating as a charity since 1976 when it was called Clwyd and Gwynedd Council on Alcoholism. It is also a company limited by guarantee, not having any share capital; it was incorporated on 28 September 1992 (number 02751104). CAIS is regulated by its governing document; Memorandum and Articles of Association as amended on 4th March 2014.

The company's name was changed by resolution on 5th June 2015 to CAIS Ltd.

Recruitment and appointment of new trustees

Recruitment is carried out on a needs basis with the emphasis on maintaining a balanced membership. Candidates are identified and interviewed to confirm their key skills and contribution to both the board and the organisation. Applications for membership shall be submitted in writing to the Company and are considered and voted upon by the Directors at the next board meeting. Membership of the Company is open to any individual or organisation resident within Wales. One third of the Directors retire from office annually by rotation, in order of those serving the longest in office. Those Directors can offer themselves up for re-election at the meeting.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational governance

The governance structure is that of a Board of Trustees, who together with the Executive Directors manage the Charity's strategic direction and policies. Board attendance comprises the Chairperson, Company Secretary and the Member/Trustees, which are elected/re-elected at Annual General Meetings. Day to day affairs of the Charity are delegated to the Chief Executive and Deputy Chief Executive.

Induction and training of new trustees

Members are invited to receive the same level of induction and training as an employee, which allows them to carry out their duties with the benefit of understanding. In execution of their duties every member is entitled to be indemnified against relevant costs incurred.

Key management remuneration

Directors are appointed as part of a recruitment process led and implemented by the board, their salaries are benchmarked by industry levels, they have received a 1% pay increase, which is inline with all staff, they receive no additional benefits.

Related parties

CAIS has a controlling interest in the following subsidiaries:

CAIS Social Enterprises Limited
Wholly owned. Operating as a trading company

The Jigsaw Organisation Limited
Wholly owned. Whilst the legal entity is dormant, Jigsaw operates as part of CAIS within restricted reserves.

These subsidiary undertakings operate for the benefit of CAIS' objects. Further details are disclosed in Note 8 - Investments and Note 17 - Related Party Transactions.

Since 2010 CAIS has been one of six agencies in Wales whose senior management were appointed as trustees of DACW (Developing a Caring Wales). The registered office of DACW is at CAIS' registered address in Llandudno.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02751104 (England and Wales)

Registered Charity number

1039386

Registered office

36 Princes Drive
Colwyn Bay
North Wales
LL29 8LA

Trustees
Dr Dyfrig Morgan Ap Dafydd General Practitioner
Miss Lucille Margaret Hughes Retired Director of Social Services (deceased 29.1.21)
Doctor Dafydd Alun Jones Psychiatrist (deceased 6.5.20)
Mr Geoffrey Peter Simpson Retired Finance Director
Mr Robert Cledwyn Williams Retired Director of Social Services
Mr Simon Paul Green Training Consultant
Rev Christopher Prew Minister of Religion (resigned 31.3.21)
Mrs Carys Roberts Educational Mentor
Ms Ann Mary Moran Retired/Matron/Counsellor (resigned 27.8.20)
Mr Alun Huw Thomas Chief Executive - Charity (resigned 31.3.21)
Mr Clive Edmund Wolfendale Chief Executive (appointed 8.7.20)

Key Management

Clive Wolfendale - Chief Executive
Lynn Bennoch - Commercial Director and Deputy Chief Executive
Geraint Jones - Director of Partnerships and Veteran Services
Leon Marsh - Director of Residential Services
Naomii Oakley - Director of Recovery Services

Auditors
Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
13 Trinity Square
Llandudno
United Kingdom
CONWY
LL30 2RB

Bankers
Barclays Bank
84 Mostyn Street
Llandudno
LL30 2SH

Company Secretary
Ms Sandra Ackers (resigned 31.3.21)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of CAIS Limited for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

Following a re-tendering exercise held in December 2015, Williams Denton Cyf (the Charity's previous auditor), was successful in their application to be appointed external auditor for 2016 onwards, for the CAIS Group of Companies.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 6 October 2021 and signed on the board's behalf by:

Mr Clive Edmund Wolfendale - Trustee



REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF CAIS LIMITED

Opinion

We have audited the financial statements of CAIS Limited (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of legal counsel. There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

We did not identify any key audit matters relating to irregularities, including fraud. As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Martin Steven Barrett (Senior Statutory Auditor)
for and on behalf of Williams Denton Cyf
Chartered Certified Accountants
Statutory Auditors
13 Trinity Square
Llandudno
United Kingdom
CONWY
LL30 2RB

6 October 2021

CAIS LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	**2021 Total funds £**	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**6,626**	**-**	**6,626**	23,757
Charitable activities	4				
Community Services		**6,387,084**	**-**	**6,387,084**	6,337,819
Residential Services		**3,385,742**	**5,738**	**3,391,480**	3,582,492
Investment income	3	**(9,268)**	**-**	**(9,268)**	(4,752)
Other income		**184,332**	**-**	**184,332**	**-**
Total		**9,954,516**	**5,738**	**9,960,254**	9,939,316
EXPENDITURE ON					
Charitable activities	6				
General		**-**	**-**	**-**	**-**
Community Services		**5,662,794**	**-**	**5,662,794**	5,879,569
Residential Services		**4,006,419**	**10,163**	**4,016,582**	3,857,820
Governance		**170,038**	**-**	**170,038**	146,301
Total		**9,839,251**	**10,163**	**9,849,414**	9,883,690
NET INCOME/(EXPENDITURE)		**115,265**	**(4,425)**	**110,840**	55,626
Other recognised gains/(losses)					
Actuarial gains on defined benefit schemes		**49,000**	**-**	**49,000**	103,000
Net movement in funds		**164,265**	**(4,425)**	**159,840**	158,626
RECONCILIATION OF FUNDS					
Total funds brought forward		**891,165**	**340,415**	**1,231,580**	1,072,954
TOTAL FUNDS CARRIED FORWARD		**1,055,430**	**335,990**	**1,391,420**	1,231,580

The notes form part of these financial statements

CAIS LIMITED

BALANCE SHEET
31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 **Total funds £**	2020 Total funds £
FIXED ASSETS					
Tangible assets	12	**2,096,653**	**191,728**	**2,288,381**	2,085,726
Investments	13	**2**	-	**2**	2
		2,096,655	**191,728**	**2,288,383**	2,085,728
CURRENT ASSETS					
Debtors	14	**1,627,511**	-	**1,627,511**	1,689,522
Cash at bank		**2,370,492**	**144,262**	**2,514,754**	1,425,596
		3,998,003	**144,262**	**4,142,265**	3,115,118
CREDITORS					
Amounts falling due within one year	15	**(3,371,216)**	-	**(3,371,216)**	(2,531,866)
NET CURRENT ASSETS		**626,787**	**144,262**	**771,049**	583,252
TOTAL ASSETS LESS CURRENT LIABILITIES		**2,723,442**	**335,990**	**3,059,432**	2,668,980
CREDITORS					
Amounts falling due after more than one year	16	**(867,012)**	-	**(867,012)**	(890,400)
PROVISIONS FOR LIABILITIES	19	**(334,000)**	-	**(334,000)**	(50,000)
PENSION LIABILITY	21	**(467,000)**	-	**(467,000)**	(497,000)
NET ASSETS		**1,055,430**	**335,990**	**1,391,420**	1,231,580
FUNDS	20				
Unrestricted funds				**1,055,430**	891,165
Restricted funds				**335,990**	340,415
TOTAL FUNDS				**1,391,420**	1,231,580

The financial statements were approved by the Board of Trustees and authorised for issue on 6 October 2021 and were signed on its behalf by:

Mr Clive Edmund Wolfendale - Trustee



The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements contain information about CAIS Limited as an individual charity and do not contain consolidated financial information as a parent of a group.

Financial reporting standard 102 - reduced disclosure exemptions
The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income
Income from service level agreements, grants, fees and rents; including capital grants, is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably except for:

When it is specified that income from service level agreements and grants received by the charitable company are to be used in future periods, then the income is deferred until that period.

When conditions are imposed which have to be fulfilled before the charitable company becomes entitled to use such income the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When specified, income including capital grants, is for a particular restricted purpose, which does not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Voluntary income is recognised as it is received unless it has a specific future purpose.

Investment Income

Investment income is included when receivable by the charitable company.

The trustees have considered the most appropriate policy for investing funds and have invested in risk free reserve accounts and other investments designed for the charity sector.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Donations paid are payments made to group members in the furtherance of the charitable objects of the charity.

continued...

1. ACCOUNTING POLICIES - continued

Charitable activities
Charitable expenditure comprises costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support direct activities.

Governance costs
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
Expenditure that can be directly attributed to specific activities has been categorised in accordance with their associated cost type.

Allocation and apportionment of costs
Expenditure that can be directly attributed to specific activities has been categorised in accordance with their associated cost type.
Shared costs, which are attributable to more than one activity, are apportioned across charitable categories on the basis of the proportion of time spent by staff on those activities for the whole year.

Operating leases and their related payments are included in the Statement of Financial Activities on a straight line basis over the term of the lease.

Tangible fixed assets
Tangible fixed assets for use by the charity are stated at cost or in cases where fixed assets have been donated at valuation at the time of acquisition, less depreciation.

Depreciation has been provided at the following rates in order to write down the cost or valuation less estimated residual value, of all tangible fixed assets by equal annual instalments over their expected useful lives: -

Freehold Buildings	**50 years - Straight line method**
Office Equipment	**3 years - Straight line method**
Fixtures and Fittings	**10 years - Straight line method**
Motor Vehicles	**4 years - Straight line method**

Investment Property

Where freehold property is considered a mixed motive property as defined by SORP 2016 the entire property has been accounted for as property within tangible fixed assets.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Funds held by the charitable company are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds- these are funds set aside by the trustees out of unrestricted general funds for specific future purposes, projects and fixed assets. Future pension commitments are also held as designated funds.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objects of the charitable company. Restrictions arise when donors state the specific purpose of the funds or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

continued...

1. ACCOUNTING POLICIES - continued

Going concern
The charitable company's future is largely dependent on funding from the public sector, such as local authorities and government agencies. The financial statements have been prepare accounts on the basis that it will continue in operational existence for the foreseeable future and therefore the trustees consider it appropriate to publish the financial statements on a going concern basis.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	**6,626**	23,757

3. INVESTMENT INCOME

	2021	2020
	£	£
Investment income	**(9,268)**	(4,752)

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021	2020
		£	£
Residents Income	Community Services	**439,157**	36,186
Other incoming resources	Community Services	**170,820**	82,363
Grants & Contracts	Community Services	**5,777,107**	6,219,270
Residents Income	Residential Services	**33,370**	354,118
Other incoming resources	Residential Services	**1,288,033**	1,204,845
Grants & Contracts	Residential Services	**2,070,077**	2,023,529
		9,778,564	9,920,311

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Welsh Government	**185,679**	141,412
Probationary/Prison Services	**159,000**	88,452
Local/Unitary Authorities	**2,535,055**	2,470,545
Health Service	**1,877,887**	1,943,287
WEFO	**1,991,055**	2,854,584
Other	**1,098,508**	744,519
	7,847,184	8,242,799

continued...

5. RAISING FUNDS

Raising donations and legacies

	2021	2020
	£	£

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 7)	Totals
	£	£	£
Community Services	**4,864,230**	**798,564**	**5,662,794**
Residential Services	**3,507,449**	**509,133**	**4,016,582**
Governance	**-**	**170,038**	**170,038**
	8,371,679	**1,477,735**	**9,849,414**

7. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Community Services	**794,784**	**3,780**	**798,564**
Residential Services	**506,853**	**2,280**	**509,133**
Governance	**170,038**	**-**	**170,038**
	1,471,675	**6,060**	**1,477,735**

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Auditors' remuneration	**6,060**	7,860
Depreciation - owned assets	**64,938**	48,316
Surplus on disposal of fixed assets	**(184,332)**	**-**

continued...

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

Trustees received reimbursement for expenses incurred in the year, which amounted to £434 (2020 £2,257).

10. STAFF COSTS

	31.3.21	31.3.20
	£	£
Wages and salaries	**4,799,110**	4,559,628
Social security costs	**380,082**	364,518
Pension costs	**165,069**	162,371
IAS19 pension valuation adjustment	**19,000**	23,000
	5,363,260	5,109,517

The average monthly number of employees during the year was as follows:

	2021	2020
Support staff	**249**	255
Governance (including Chief Officers)	**2**	2
	251	257

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
£70,001 - £80,000	**1**	1

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	23,757	-	23,757
Charitable activities			
Community Services	6,337,819	-	6,337,819
Residential Services	3,582,492	-	3,582,492
Investment income	(4,752)	-	(4,752)
Total	9,939,316	-	9,939,316
EXPENDITURE ON			

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Charitable activities			
Community Services	5,866,801	12,768	5,879,569
Residential Services	3,857,820	-	3,857,820
Governance	146,301	-	146,301
Total	9,870,922	12,768	9,883,690
NET INCOME/(EXPENDITURE)	68,394	(12,768)	55,626
Other recognised gains/(losses)			
Actuarial gains on defined benefit schemes	103,000	-	103,000
Net movement in funds	171,394	(12,768)	158,626
RECONCILIATION OF FUNDS			
Total funds brought forward	719,771	353,183	1,072,954
TOTAL FUNDS CARRIED FORWARD	891,165	340,415	1,231,580

12. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Motor vehicles £	Totals £
COST				
At 1 April 2020	**2,193,321**	**559,944**	**143,013**	**2,896,278**
Additions	**330,271**	**2,990**	**-**	**333,261**
Disposals	**(128,772)**	**(369,413)**	**(27,330)**	**(525,515)**
At 31 March 2021	**2,394,820**	**193,521**	**115,683**	**2,704,024**
DEPRECIATION				
At 1 April 2020	**253,338**	**428,667**	**128,547**	**810,552**
Charge for year	**32,939**	**20,296**	**11,703**	**64,938**
Eliminated on disposal	**(63,104)**	**(369,413)**	**(27,330)**	**(459,847)**
At 31 March 2021	**223,173**	**79,550**	**112,920**	**415,643**
NET BOOK VALUE				
At 31 March 2021	**2,171,647**	**113,971**	**2,763**	**2,288,381**
At 31 March 2020	1,939,983	131,277	14,466	2,085,726

continued...

13. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 April 2020 and 31 March 2021	2
NET BOOK VALUE	
At 31 March 2021	2
At 31 March 2020	2

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

CAIS Social Enterprises Ltd
Registered office:
Nature of business: Trading subsidiary

Class of share:	% holding
Ordinary	**100**

	2021	2020
	£	£
Aggregate capital and reserves	**(90,439)**	(96,982)
Profit/(loss) for the year	**6,543**	(17,056)

The Jigsaw Organisation Ltd
Registered office:
Nature of business: Dormant Company

Class of share:	% holding
Ordinary	**100**

14. DEBTORS

	2021	2020
	£	£
Amounts falling due within one year:		
Operating debtors	**566,625**	765,864
Amounts owed by intercompany subsidiary	**70,018**	70,018
Other debtors	**256,073**	4,100
Accrued income	**564,043**	682,332
Prepayments and other debtors	**95,752**	92,208
	1,552,511	1,614,522

continued...

14. DEBTORS - continued

	2021	2020
	£	£
Amounts falling due after more than one year:		
Amounts owed by group undertakings	**75,000**	75,000
Aggregate amounts	**1,627,511**	1,689,522

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Operating creditors	**265,799**	169,434
Social security and other taxes	**96,122**	91,377
Other creditors	**119,806**	6,824
Accruals and deferred income	**2,889,489**	2,264,231
	3,371,216	2,531,866

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Other loans (see note 17)	**583,212**	600,000
Deferred income- capital grant	**283,800**	290,400
	867,012	890,400

Deferred income from Wrexham County Borough Council for the purchase of Champions House.

17. LOANS

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due in more than five years:		
Repayable by instalments:		
Other loans more 5yrs instal	**583,212**	600,000

continued...

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	£	£
Within one year	**227,496**	246,428
Between one and five years	**481,276**	393,487
	708,772	639,915

The following operating lease payments are committed to be paid within one year:

	Land & Buildings		Other Operating Leases	
	31.3.21	31.3.20	**31.3.21**	31.3.20
	£	£	**£**	£
Expiring:				
Within one year	**219,987**	233,169	**7,509**	7,509
Between one and five years	**479,917**	668,067	**1,359**	4,621
	699,904	901,236	**8,868**	12,129

19. PROVISIONS FOR LIABILITIES

	2021	2020
	£	£
Provisions	**334,000**	50,000

20. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	At 31.3.21
	£	£	£
Unrestricted funds			
General fund	**1,388,165**	**134,265**	**1,522,430**
Pension Fund	**(497,000)**	**30,000**	**(467,000)**
	891,165	**164,265**	**1,055,430**
Restricted funds			
SMAT Funded Dawn Centre	**46,437**	**(1,154)**	**45,283**
Community Funded Dawn Centre	**151,256**	**(4,811)**	**146,445**
CAMRE Bursary Fund / APB	**142,722**	**1,540**	**144,262**
	340,415	**(4,425)**	**335,990**
TOTAL FUNDS	**1,231,580**	**159,840**	**1,391,420**

continued...

20. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	**9,973,516**	**(9,839,251)**	**-**	**134,265**
Pension Fund	**(19,000)**	**-**	**49,000**	**30,000**
	9,954,516	**(9,839,251)**	**49,000**	**164,265**
Restricted funds				
SMAT Funded Dawn Centre	**-**	**(1,154)**	**-**	**(1,154)**
Community Funded Dawn Centre	**-**	**(4,811)**	**-**	**(4,811)**
CAMRE Bursary Fund / APB	**5,738**	**(4,198)**	**-**	**1,540**
	5,738	**(10,163)**	**-**	**(4,425)**
TOTAL FUNDS	**9,960,254**	**(9,849,414)**	**49,000**	**159,840**

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	1,296,771	91,394	1,388,165
Pension Fund	(577,000)	80,000	(497,000)
	719,771	171,394	891,165
Restricted funds			
SMAT Funded Dawn Centre	47,591	(1,154)	46,437
Community Funded Dawn Centre	156,067	(4,811)	151,256
CAMRE Bursary Fund / APB	149,525	(6,803)	142,722
	353,183	(12,768)	340,415
TOTAL FUNDS	1,072,954	158,626	1,231,580

continued...

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	9,962,316	(9,870,922)	-	91,394
Pension Fund	(23,000)	-	103,000	80,000
	9,939,316	(9,870,922)	103,000	171,394
Restricted funds				
SMAT Funded Dawn Centre	-	(1,154)	-	(1,154)
Community Funded Dawn Centre	-	(4,811)	-	(4,811)
CAMRE Bursary Fund / APB	-	(6,803)	-	(6,803)
	-	(12,768)	-	(12,768)
TOTAL FUNDS	9,939,316	(9,883,690)	103,000	158,626

Purposes of the Restricted Fund

Community Funded Dawn Centre
The Big Lottery's Community Fund, financed the refurbishment of the DAWN Centre, Colwyn Bay during 2001/02. The 10 year evaluation has been completed. The fund is being reduced by an annual depreciation charge on the refurbishment cost.

SMAT Funded Dawn Centre
Conwy SMAT funded an extension to the Dawn Centre and much needed repair work to the basement - which was completed in June 2010. This fund is being reduced by an annual depreciation charge.

Camre Bursary Fund
The North Wales Probation fund was set aside in March 2003 for the future benefit of Probation clients. From this, a bursary scheme for ex-offender clients was created in 2009. The scheme aims to provide funding for accessing training and education. Since commencement the fund has disbursed approximately £200,000 to clients seeking assistance.

Purposes of the Designated Fund

Research Work
This was a grant received from Lloyds TSB Foundation in 2006, which was to assist with research work alongside the Community Link Project.
During 2017/18 a proportion of this fund (£7,103) was used towards the costs of the Aged Veteran Co-ordinator who was engaging with and supporting veterans in the local community.

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21. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a funded defined benefit scheme providing benefits based on final remuneration and membership period. The assets of the scheme are held separately from those of the charity. CAIS staff are members of the Gwynedd Pension Fund. Contributions are charged to the SOFA so as to spread the cost of pensions over the employees' working lives whilst with the fund.

Hymans Robertson who are a qualified independent actuary have carried out the annual interim valuation as at 31 March 2021.

The amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Present value of funded obligations	**(467,000)**	(497,000)
Fair value of plan assets	**-**	-
	(467,000)	(497,000)
Present value of unfunded obligations	**-**	-
Deficit	**(467,000)**	(497,000)
Net liability	**(467,000)**	(497,000)

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Current service cost	**8,000**	9,000
Net interest from net defined benefit asset/liability	**11,000**	14,000
Past service cost	**-**	-
	19,000	23,000
Actual return on plan assets	**-**	-

continued...

21. EMPLOYEE BENEFIT OBLIGATIONS - continued

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Opening defined benefit obligation	**497,000**	577,000
Current service cost	**8,000**	9,000
Interest cost	**11,000**	14,000
Actuarial losses/(gains)	**(49,000)**	(103,000)
	467,000	497,000

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
	-	-

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Actuarial gains/(losses)	**49,000**	103,000
	49,000	103,000

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
Private Equity	**6%**	6%
Real Estate	**8%**	10%
Investment Funds & Unit Trusts	**85%**	83%
Cash and Cash Equivalents	**1%**	1%
	100%	100%

continued...

21. EMPLOYEE BENEFIT OBLIGATIONS - continued

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2021	2020
Discount rate	**2.00%**	2.30%
Pension Increase Rate	**2.85%**	1.90%
Salary Increase Rate	**3.15%**	2.20%

22. RELATED PARTY DISCLOSURES

Due to the nature of the charity's operations and the composition of the board of trustees it is probable that transactions could take place with organisations in which a member may have an interest. Transactions involving organisations in which a trustee may have an interest are conducted at arm's length. The Charity has a policy that all trustees and directors must declare an interest if a related party transaction occurs.

During the year, the following related party transactions took place:

	Sales to related party	**Purchases from related party**	**Amounts owed from related party**	**Amount owed to related party**
Entities over which the group has joint control or significant influence				
CAIS Social Enterprises (06354260)				
2020	222,088	31,981	122,764	-
2021	62,601	19,467	38,726	-
Adferiad Recovery (1175085)				
2020	56,088	-	149,030	
2021	13,477	33,903	-	

-
-