# Tai Pawb Wrapped: Annual Report

# April 2023 – March 2024

## **Artist of the year: Tai Pawb**

We imagine a Wales where everyone has the right to a good home.

We advance equality, diversity and social justice in housing in Wales by continuing our work with members, partners and communities...

... to fundamentally influence decision making at the highest level and make the change on the ground.

Shape the Change, Make the Change, Be the Change. Year 3 of our 5 year strategy.

## **Policy and Influencing**

### **Most Talked About…**

* 83 mentions of Tai Pawb in Welsh Government or Senedd publications or member contributions
* 11 consultation responses

We advised Welsh Government 145 times on equality and diversity issues.

36 policy changes (both big and small) were adopted as a result of Tai Pawb advice/influence.

### **Top hits:**

* WHQS: Welsh Government publishes WHQS 2023 with new flooring, disability and culturally appropriate housing elements following Tai Pawb input
* Right to Adequate Housing: Welsh Government Green Paper on Fair Rents and the Right to Housing Launched following Back the Bill input with Tai Pawb as key partner
* Homelessness White Paper: Expert Panel advice and Lived Experience research reflected in Homelessness White Paper with Tai Pawb as key partner

### **New releases:**

* Floored: 3 years on report with TPAS Cymru
* The experiences of homelessness of people with protected characteristics in Wales
* Report: the housing experiences in Wales of people from ethnic minority communities with EYST
* Anti-Racist Wales Social Housing Baseline Survey: Key Findings

### **Tai Pawb as a featured artist:**

We sat on many groups and panels, including:

1. Chair of Race Stakeholder Group under Ending Homelessness National Advisory Board
2. Welsh Government Rapid Rehousing sub-group
3. Welsh Government Expert Review Panel on Homelessness
4. Ending Homelessness National Advisory Board
5. Welsh Government Disability Rights Taskforce Housing Group
6. Welsh Government Legislative Options Working Group
7. Welsh Government Adequate Housing and Fair Rents Stakeholder Group
8. Cross Party Group on Human Rights - Helping to advance the human rights agenda in Wales
9. Cross Party Group on Housing - Presenting on the Right to Adequate Housing to Senedd members
10. Homes For All Cymru
11. WCVA EHRCO (equality and human rights coalition)

## **Anti-Racism**

### Training

* Trained 838 people on EDI and Anti-Racism
* 93% would recommend the training to others
* Launched our eLearning platform with our first course being on anti-racism
* 22 housing organisations’ boards and SMT were trained in anti-racism and 8 partially trained

### **General work**

Our Anti-Racism Manager support organisations with 148 distinct pieces of anti-racism advice and support, including 47 social landlords, 13 local authorities and 9 housing support organisations.

We released our anti-racism and our hate crime toolkits.

Deeds not Words panel was launched:

* Regular coffee mornings
* Ethnic minority housing professionals leading, influencing, scritinising and supporting

Deeds not Words Day of Action for Race Equality Week where 14 organisations shared their progress across social media.

Impact

800 employees in housing organisations were surveyed for Deeds not Words, 2 years on...

* More ethnic minority people feel able to speak up
* Fewer ethnic minority people feel worried about having things in common with others
* More ethnic minority people feel that anti-racism is important to their managers
* More ethnic minority people feel respected by colleagues and managers

We’ve seen a positive change in Racial Board Diversity in Registered Social Landlords, from 4% of Board members being ethnic minority in 2021 to 9% in 2023.

80% of housing organisations in 2023 have an anti-racism plan compared to only 25% in 2021.

75% of Deeds not Words Pledgees were actively recruiting people from ethnic minority backgrounds.

Significantly more organisations are engaged with their ethnic minority tenants/services users than in 2021.

## **Reach**

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We added to the band by hiring our Communications and Marketing Manager, Jennie.

* We’ve had a 138% increase in website traffic
* 1000 new social media followers
* Launched a LinkedIn newsletter

We’ve got more listeners than ever before:

* 43% increase in people attending events
* 139% increase in people trained

## **Projects**

### **Making their debut is the Champions Project. Our Private Rented Sector Work got fully underway:**

* Total of 15 Champions recruited (tenants, landlords and letting agents)
* Newport, Torfaen and Monmouthshire Landlord forums established and now running independently
* Worked alongside 3 partners to deliver webinars to over 40 landlords
* New tenant workshop developed with 30 partners – to be delivered in next year of the project
* Champions took part in Senedd Committee enquiry into the Private Rented Sector
* They met with John Griffiths MS and fed into the Local Government & Housing Committee's Enquiry into the PRS

### **Rental Health campaign with TPAS Cymru**

This campaign, as part of our work with the Private Rented Sector in Gwent, highlighted the mental health impact of being a renter, and signposted support for both tenants and landlords.

The campaign directly reached over 2000 people through e-guide downloads and direct engagement.

### **People Seeking Sanctuary**

We held Stronger Together events in South Wales and North Wales. Bringing together housing, refugee community orgs, local authorities and people with lived experience to work towards a Nation of Sanctuary.

We launched:

* Refugee Housing Framework
* Map of organisations across Wales working people seeking sanctuary published

### **Open University Equitable Response to Climate Change**

Tai Pawb and the Open University brought together NGOs, Housing Associations, Welsh Government, academics and people with lived experience to take part in a workshop.

### **Membership**

* We listened to our members and tweaked our membership offer, this included offering 28 free member events throughout the year. 50% increase in member events.
* EDI connect was set up and met 4 times throughout the year.
* We now have 78 members across Wales. Up by 7.

Community:

* We engaged with 1538 individuals from member organisations
* Had 124 helpline enquiries
* Delivered 3 large consultancy pieces
* 1352 mailing list subscribers
* 76 mailers sent, including awareness events and resources

Training:

* 807 event attendees
* 100% attendees recommend our events
* 112 training sessions delivered
* 93% attendees recommend our training

There was a 56% increase in confidence to implement EDI changes at work following Tai Pawb training.

### **QED**

And this year’s award goes to… North Wales Housing Association. Congratulations to North Wales Housing Association for achieving QED this year.

We officially launched our QED Leaders Award. 100% are happy with the process.

### **Annual Conference**

The big ‘gig.’ We asked our delegates: Are we there yet?

Headliners:

* Rosa Curling: Director and Founder of Foxglove Legal
* Dr Wanda Wyporska: Award winning charity Chief Exec, Trustee, Keynote Speaker, Author
* Andrew Jenkins from BBC’s The Traitors

Over 100 attendees and 100% would recommend:

* “One of the best conferences I've attended. Looking forward to next year’s conference.”
* "This was an utterly brilliant conference that made me think about things I've never even considered - you don't know what you don't know - but now I do!"
* “Great thought-provoking theme for a great conference and excellent speakers.”

### **Be The Change**

* We launched our EDI Strategy and published our staff and board diversity data
* We had a team volunteering day
* We prepared for and completed staff training on a 4-day week. Implementing 2024-25.

We did a lot of listening too:

301 people with lived experience engaged in our work, including:

* Right to Adequate Housing focus groups
* Deeds not Words Panel
* Homelessness lived experience research
* Race and housing report
* Private Rented Champions

### **Finances and Acknowledgements**

* We couldn’t have done it without our funders:
* Welsh Government
* Comic Relief
* National Lottery Community Fund
* Oak Foundation

And the money they provide:

* Total Income – £573,735
* Expenditure – £529,677
* Actuarial Pension Loss – (£24,000)
* Net movement in funds – £20,058

Thank you to:

* Our Board, and our three outgoing board members. Thank you for everything you did for us.
* Our associates
* Our staff
* And our members and partners… Without you all, and the work that you do, we wouldn’t be half the ensemble we are