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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.**



Year 3 of our 5 year strategy

**Shape
The
Change**

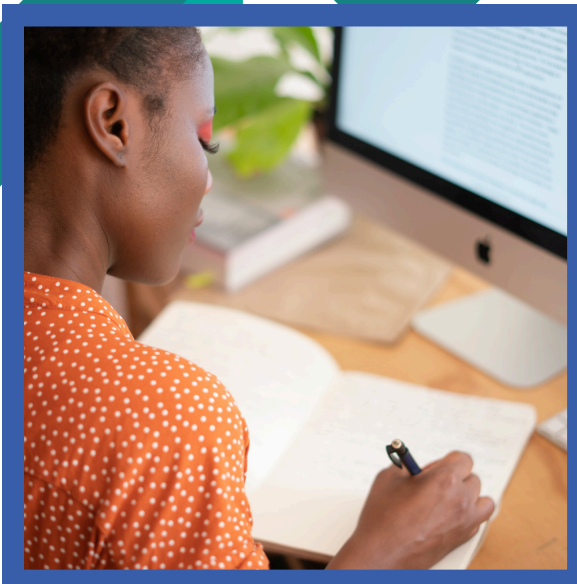
**Make
The
Change**

**Be
The
Change**

Most Talked About...

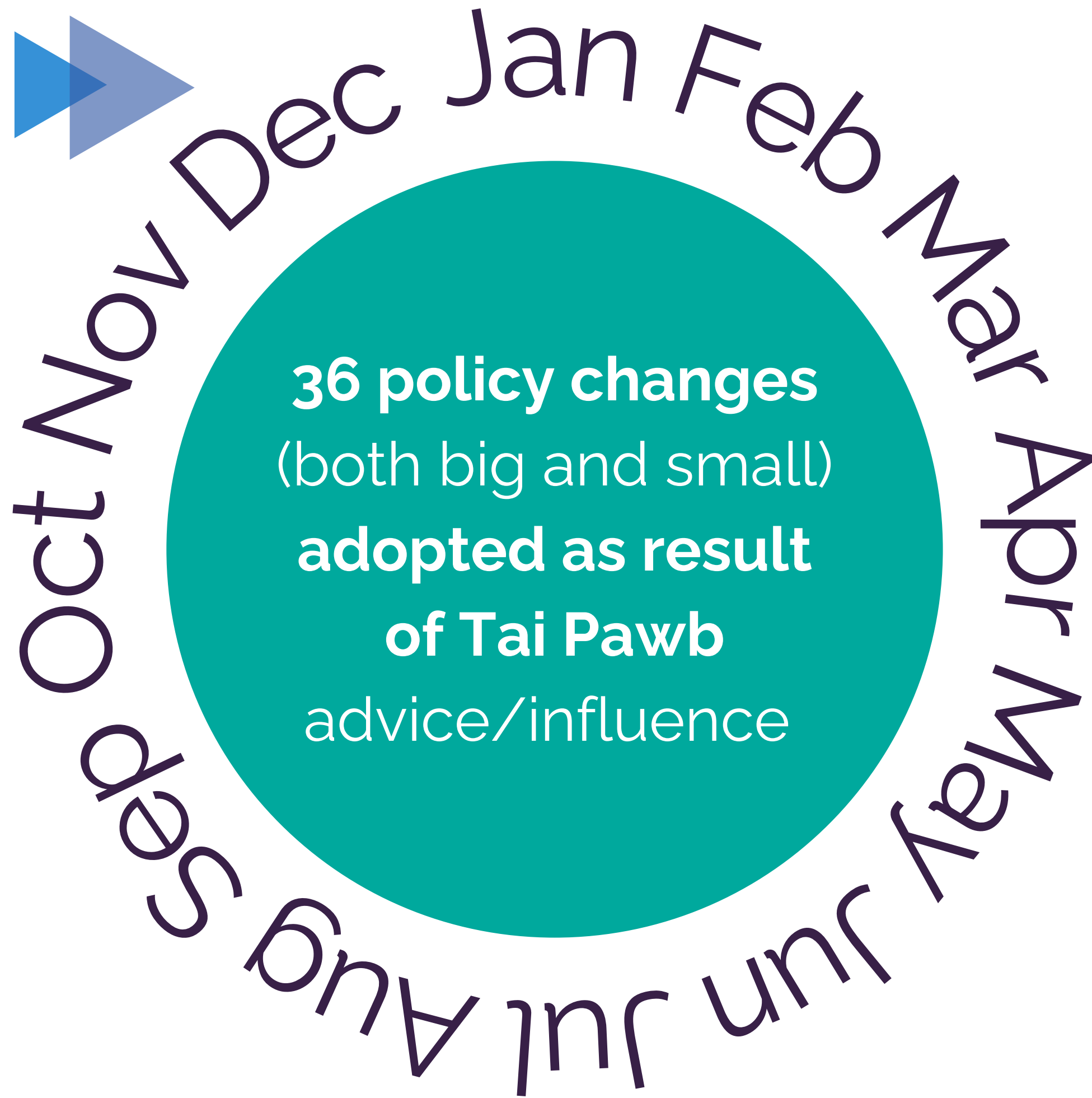


83 mentions of Tai Pawb in **Welsh Government or Senedd** publications or member contributions



11 consultation responses





Policy and Influencing

Advised Welsh Government 145 times on equality and diversity issues

Top Hits



WHQS

WG publishes WHQS 2023 with new flooring, disability and culturally appropriate housing elements following Tai Pawb input

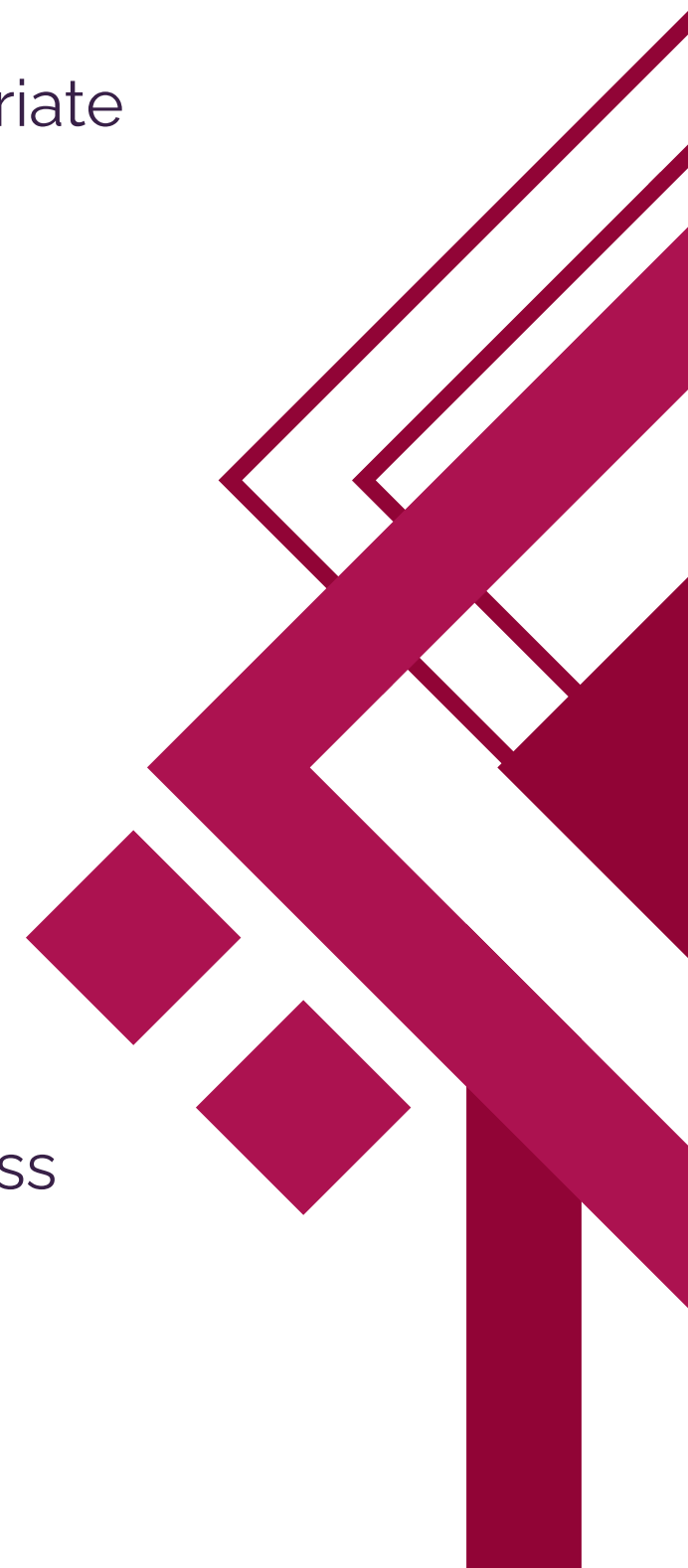
Right to Adequate Housing

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 (Reports)



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

Policy and Influencing

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

T a i P a w b W r a p p e d

Policy and Influencing

Cross Party Groups:

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

Stakeholder Groups

10. Homes For All Cymru
11. WCVA EHRCO (equality and human rights coalition)

T a i P a w b W r a p p e d

SPOTLIGHT: Anti-Racist Work

Anti-Racism

Training

Trained 838 people
on EDI and
Anti-racism



93%
Would recommend
to others

**Launched e-
learning
platform**



**1st course on
anti-racism**

**22 housing
organisations' board
and SMT trained in
anti-racism**



**8 partially
trained**

SPOTLIGHT: Anti-Racist Work

Anti-Racism

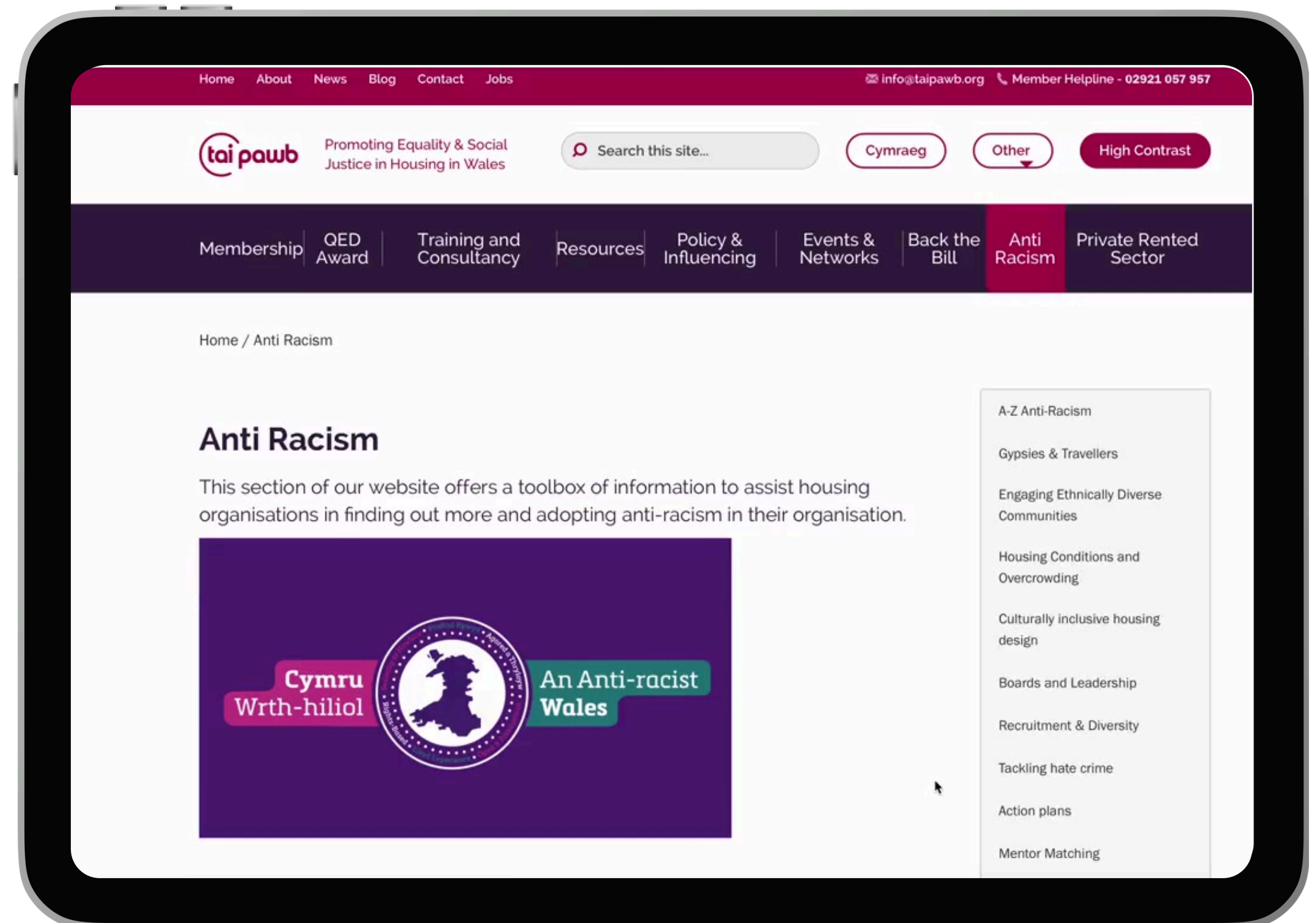
Our Anti-Racism Manager supported organisations with **148 distinct pieces of anti-racism advice and support:**



SPOTLIGHT: Anti-Racist Work

Anti-Racism

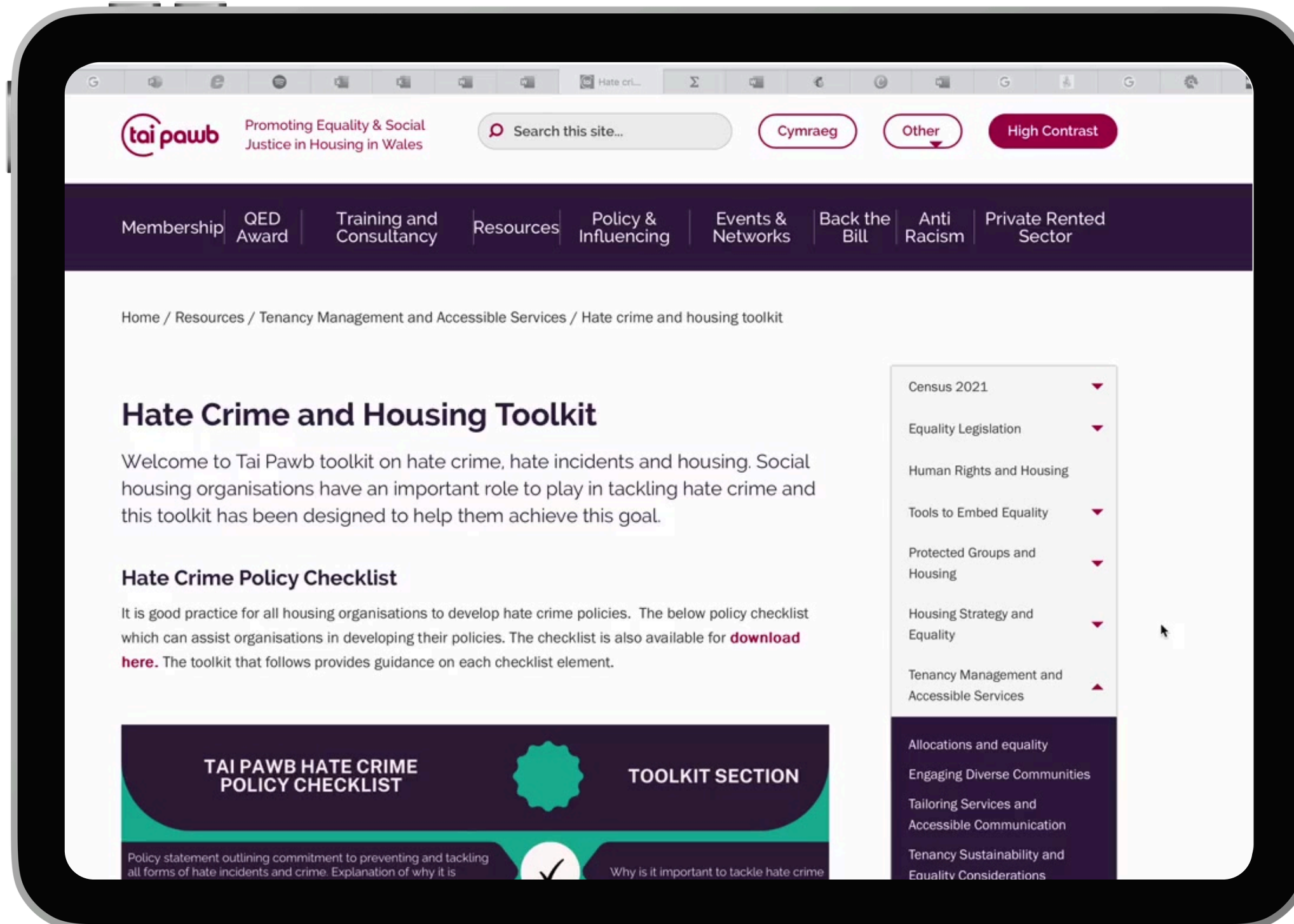
We released our
Anti-Racism toolkit



SPOTLIGHT: Anti-Racist Work

Anti-Racism

And our Hate Crime and Housing toolkit



SPOTLIGHT: Anti-Racist Work

Anti-Racism



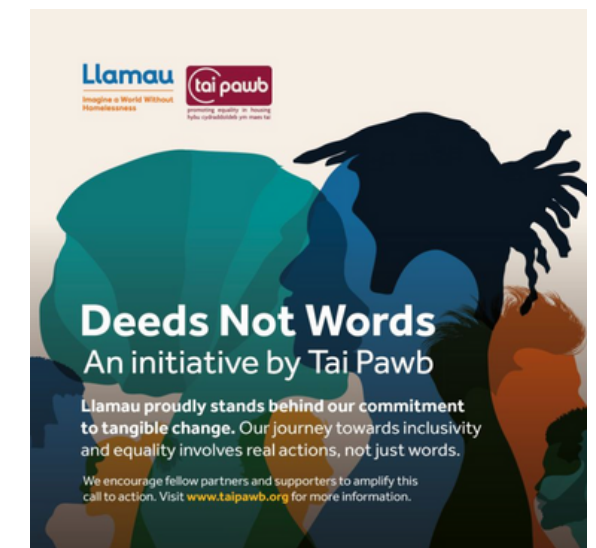
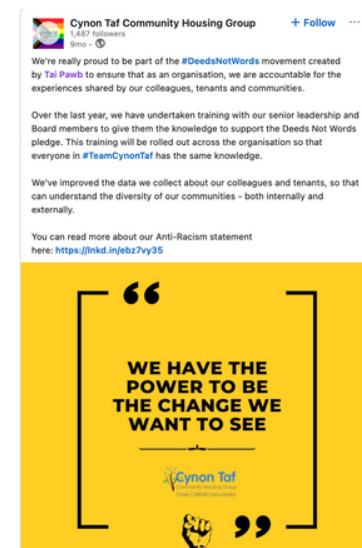
Deeds not Words Panel

Regular Coffee Mornings

Ethnic minority housing professionals leading, influencing, scrutinising and supporting



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



Anti-Racist Work: 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

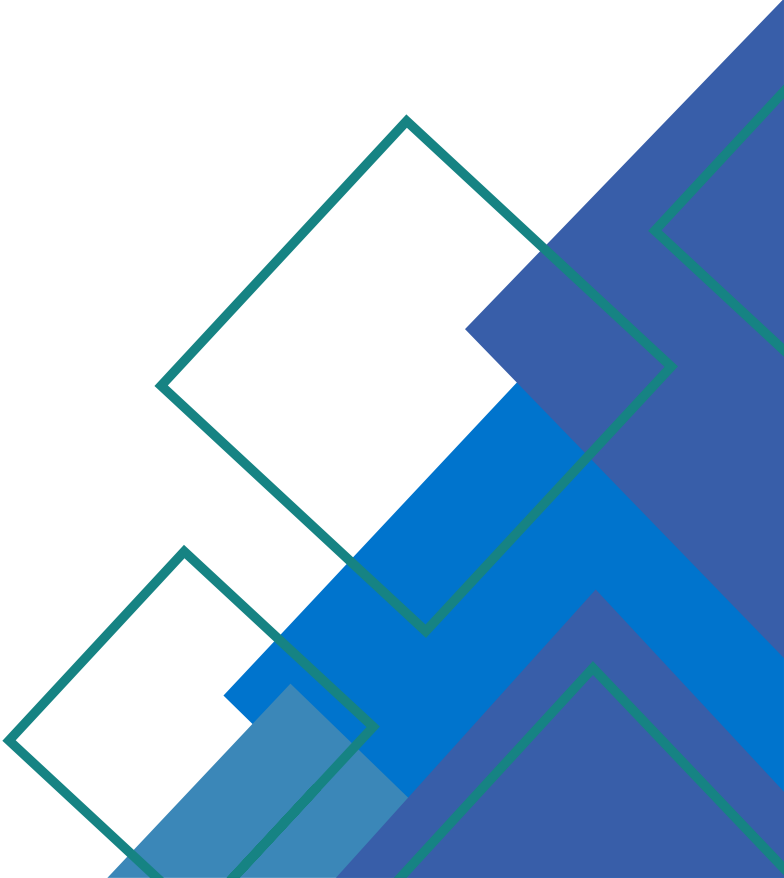
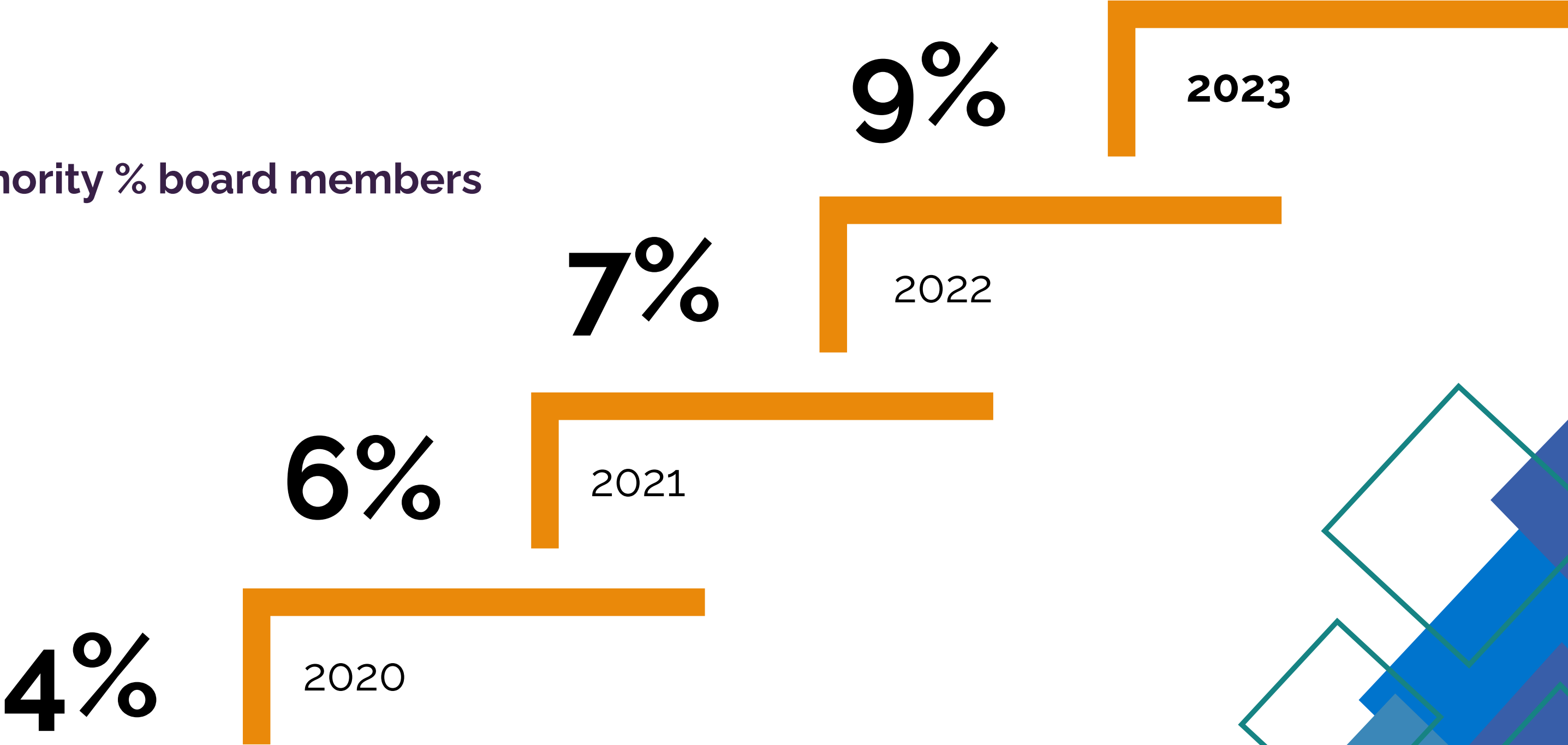


More ethnic minority people feel respected by colleagues and managers

Anti-Racist Work: IMPACT

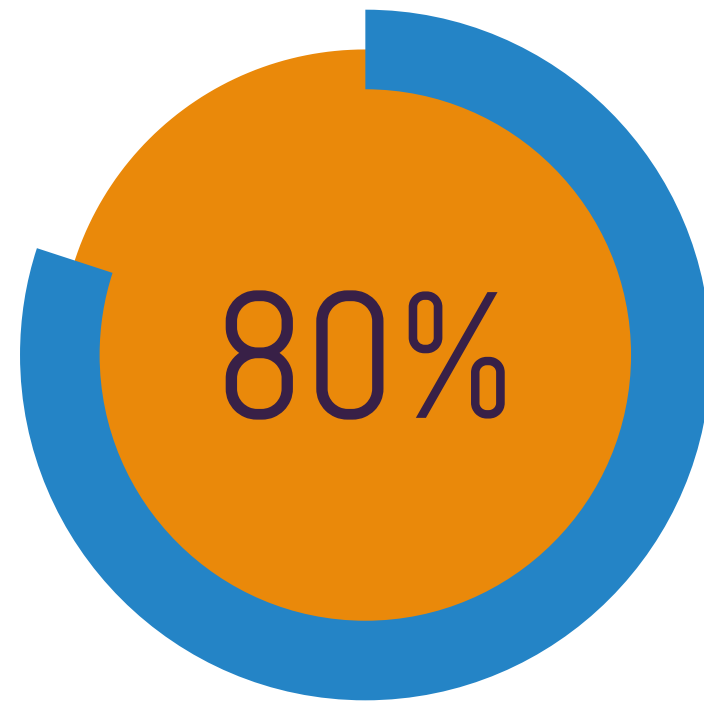
We've seen a positive change in Racial Board Diversity in Registered Social Landlords:

Ethnic minority % board members

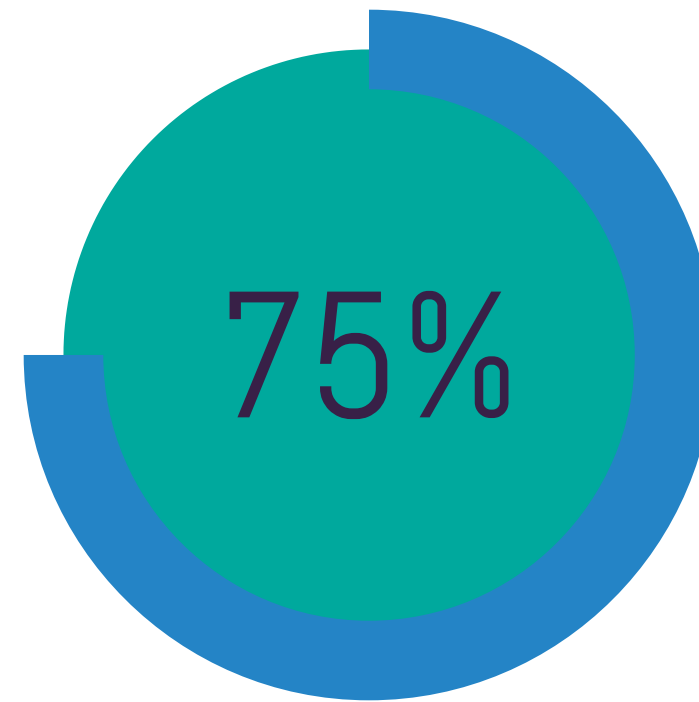


Anti-Racist Work: IMPACT

Anti-Racism



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



Adding to the band



We recruited our Communications and Marketing Manager, Jennie

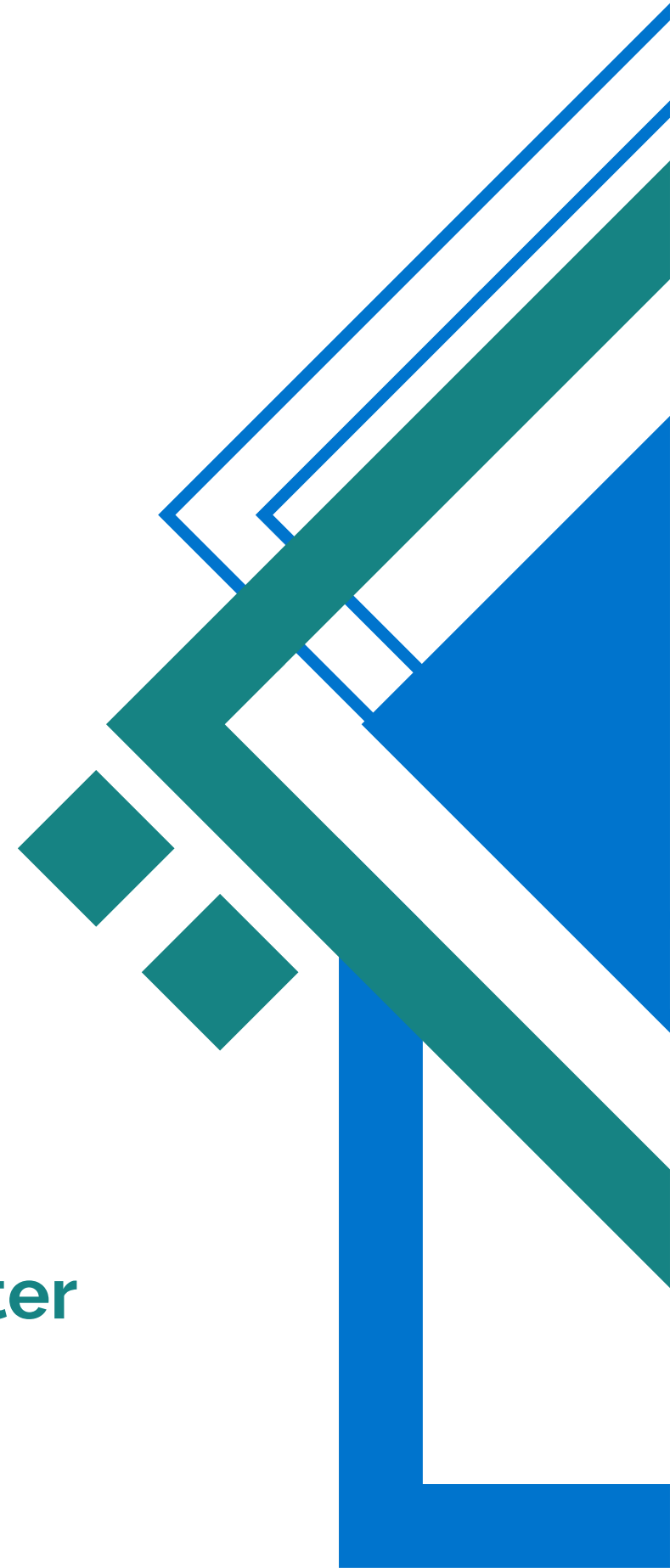
138% increase in website traffic



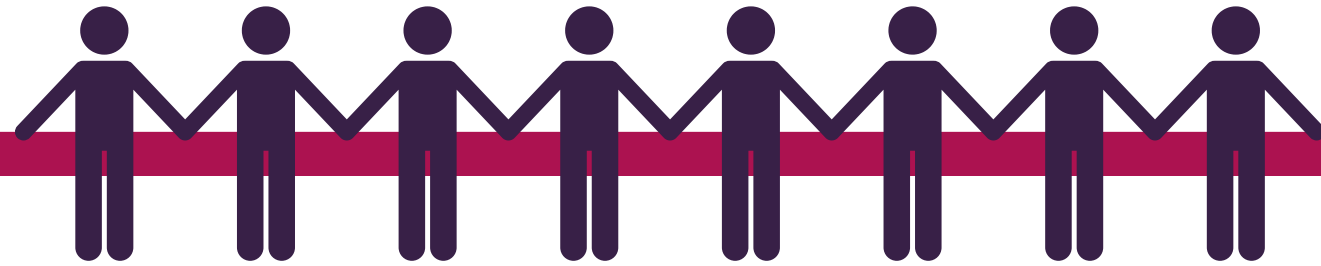
1000 new social media followers



LinkedIn Newsletter launched



More listeners than ever before



43% increase in people attending events



139% increase in people trained

Reach



Making their chart debut: The Champions Project

Projects

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**

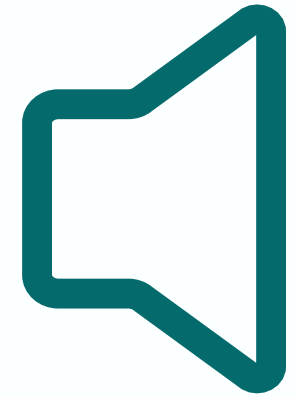


Making their chart debut: The Champions Project



New tenant
workshop
developed with 30
partners - to be
delivered in next
year of the project

Projects



Projects

Rental Health Campaign with TPAS Cymru



health would be to have empathy and lived experience as well.



Projects

Rental Health Campaign

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.



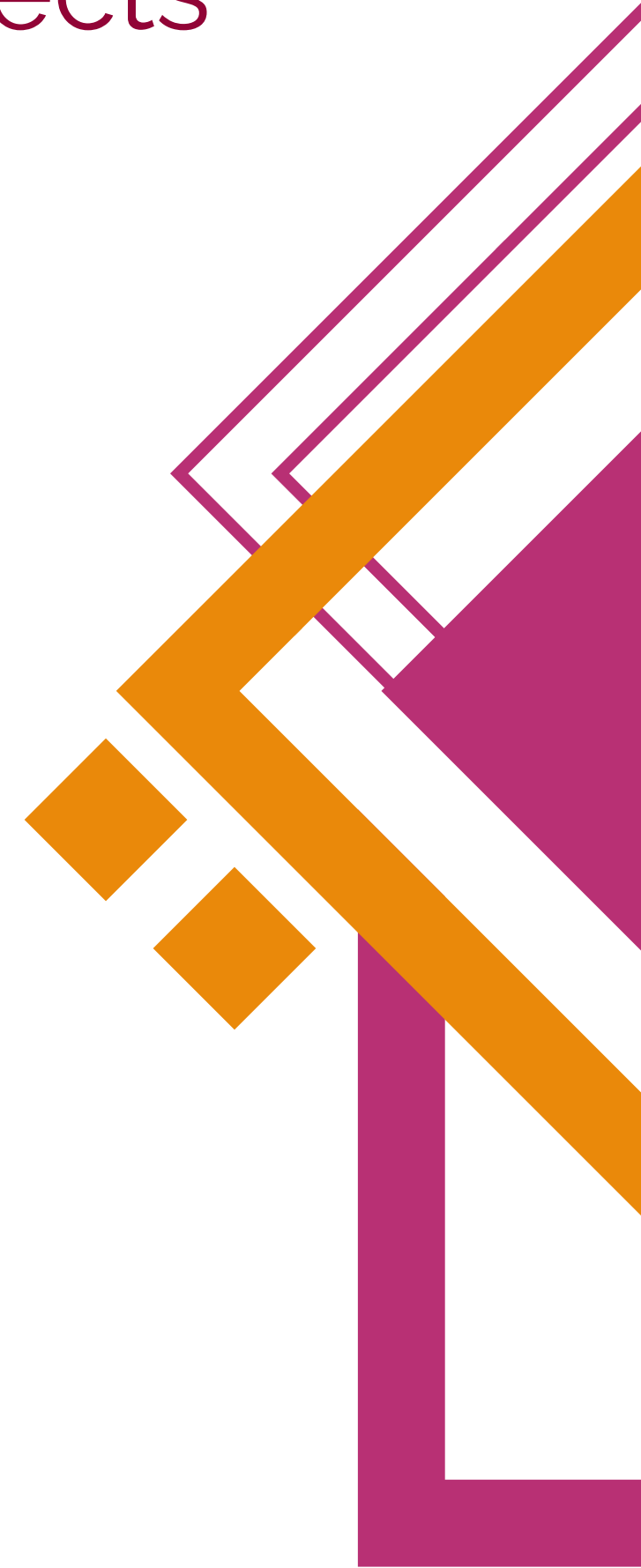
Champions Making an Impact

Projects



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.



People Seeking Sanctuary

Two 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



People Seeking Sanctuary

Projects

Launches



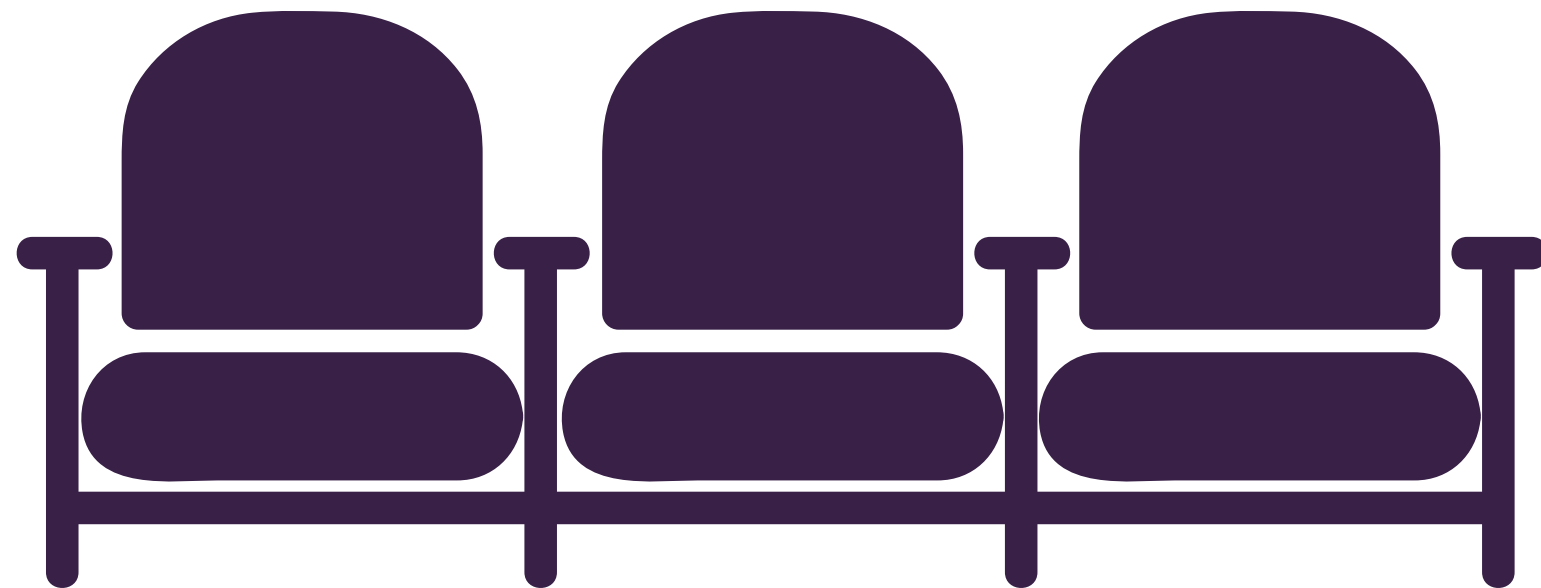
Refugee Housing Framework



Map of organisations accross Wales working with 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



A new genre of membership



We listened to our members and tweaked our membership offer

This included offering **28 free member events** throughout the year

Membership



A new genre of membership



EDI Connect was set up

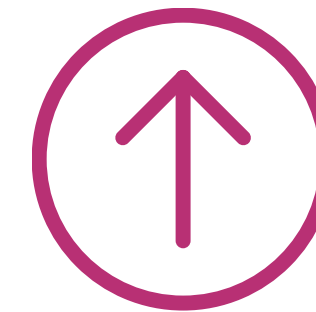
And met 4 times throughout the year

We now have:

78 members across Wales



Membership



Up by 7



Community

We engaged
with **1583**
individuals



from member
organisations

Had **124**
Helpline
Enquiries



Delivered **3 large**
pieces of consultancy
work

Membership

1352 mailing
list subscribers



76 mailers sent,
including awareness
events and
resources

Our Fans

807 event attendees



Membership

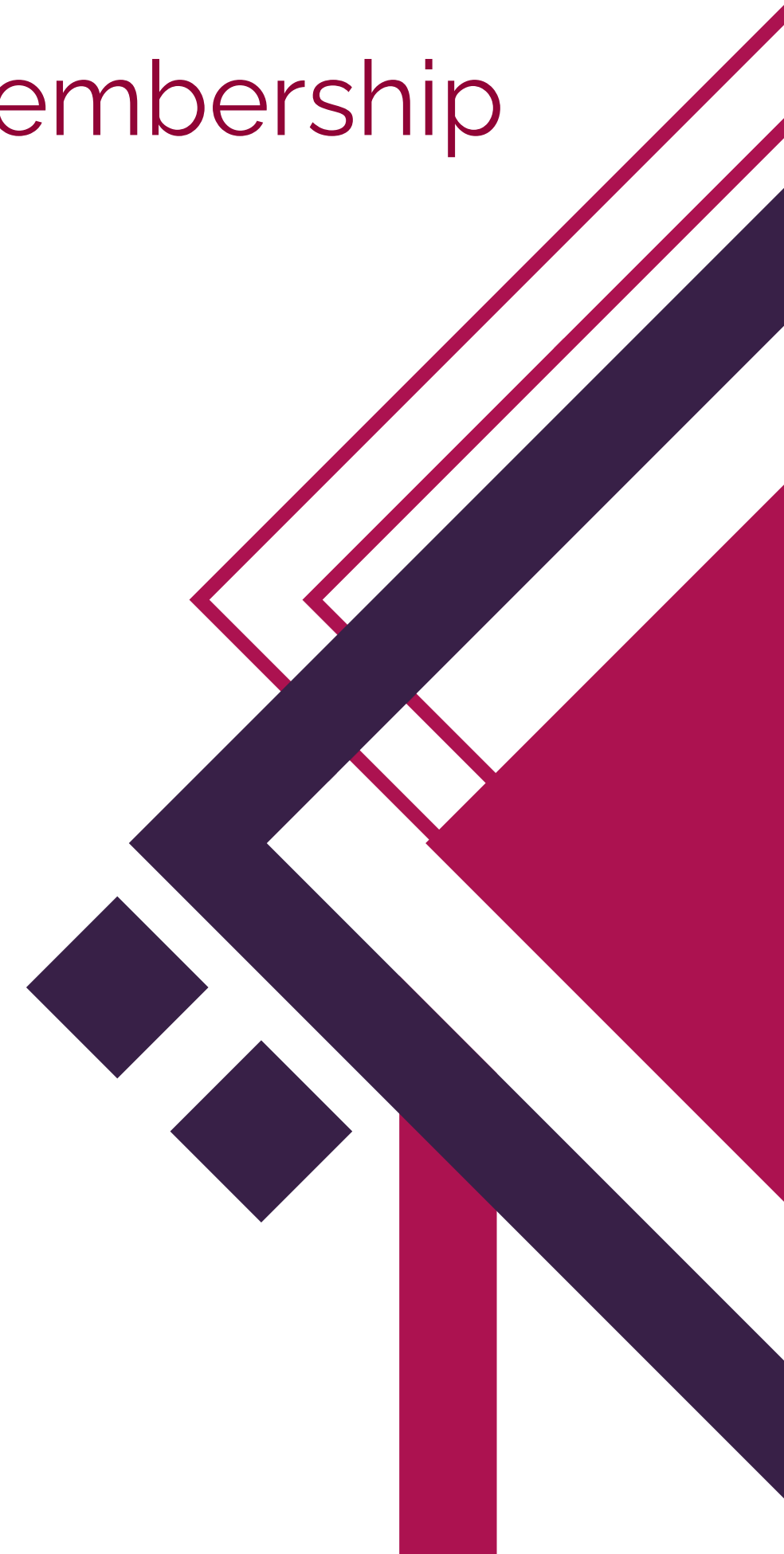
112 training sessions delivered



From listeners to practitioners

Membership

**56% increase in confidence
to implement EDI changes** at
work following Tai Pawb
training



And this year's award goes to...

Membership



**Congratulations to
North Wales
Housing Association
for achieving QED
this year**



Launch Event

QED



We officially launched our QED Leaders Award

QED

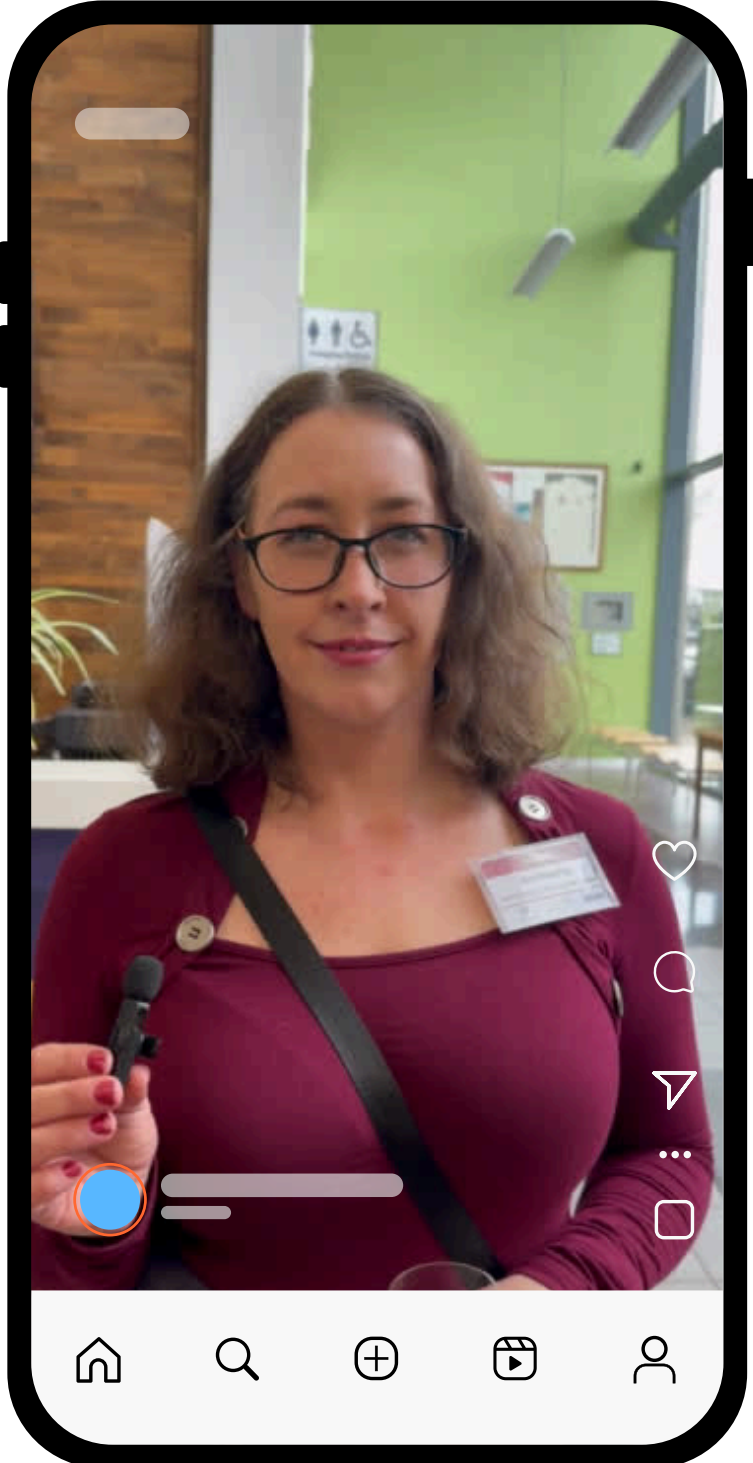
Quite the ensemble

10 Organisations have now achieved or are working towards QED

100% are happy with the process



The big 'gig'



Annual Conference 2024

We asked our delegates:

Are We There Yet?



Headliners



Rosa Curling

Director and co-founder of Foxglove Legal



Dr Wanda Wyporska

Award winning charity Chief Exec, Trustee, Keynote Speaker, Author



Andrew Jenkins

From BBC's The Traitors



The big 'gig'

Over 100 attendees

100% would recommend

Annual Conference



The big 'gig'

Annual Conference

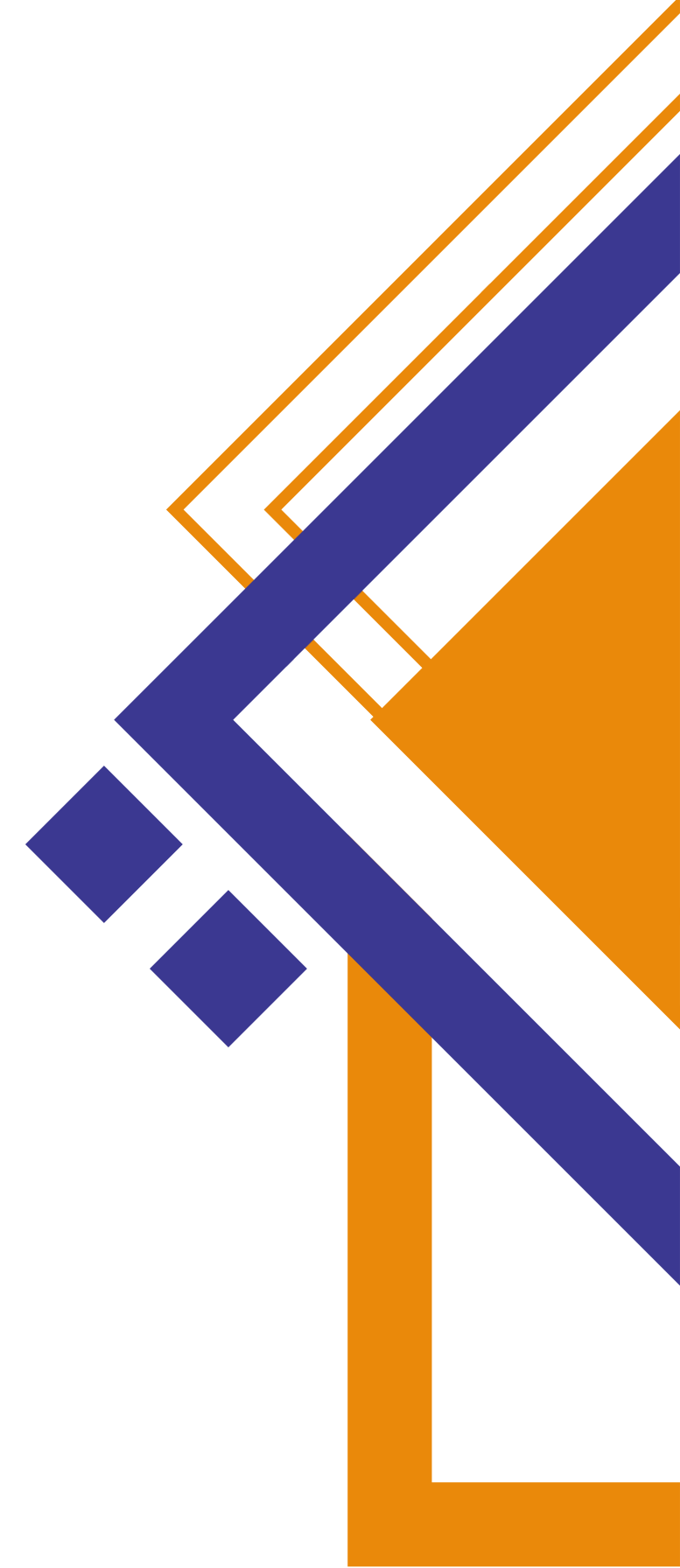


The big 'gig'

"One of the best conferences I've attended. Looking forward to next year's conference."

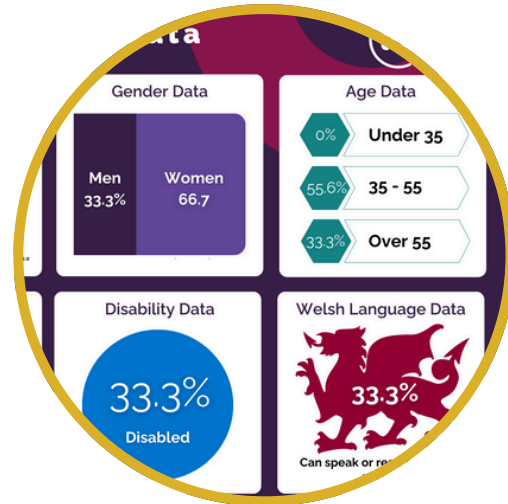
"This was an utterly brilliant conference that made me think about things I've never even considered - you don't know what you don't know - but now I do!"

"Great thought-provoking theme for a great conference and excellent speakers."



Be the Change

Be the Change



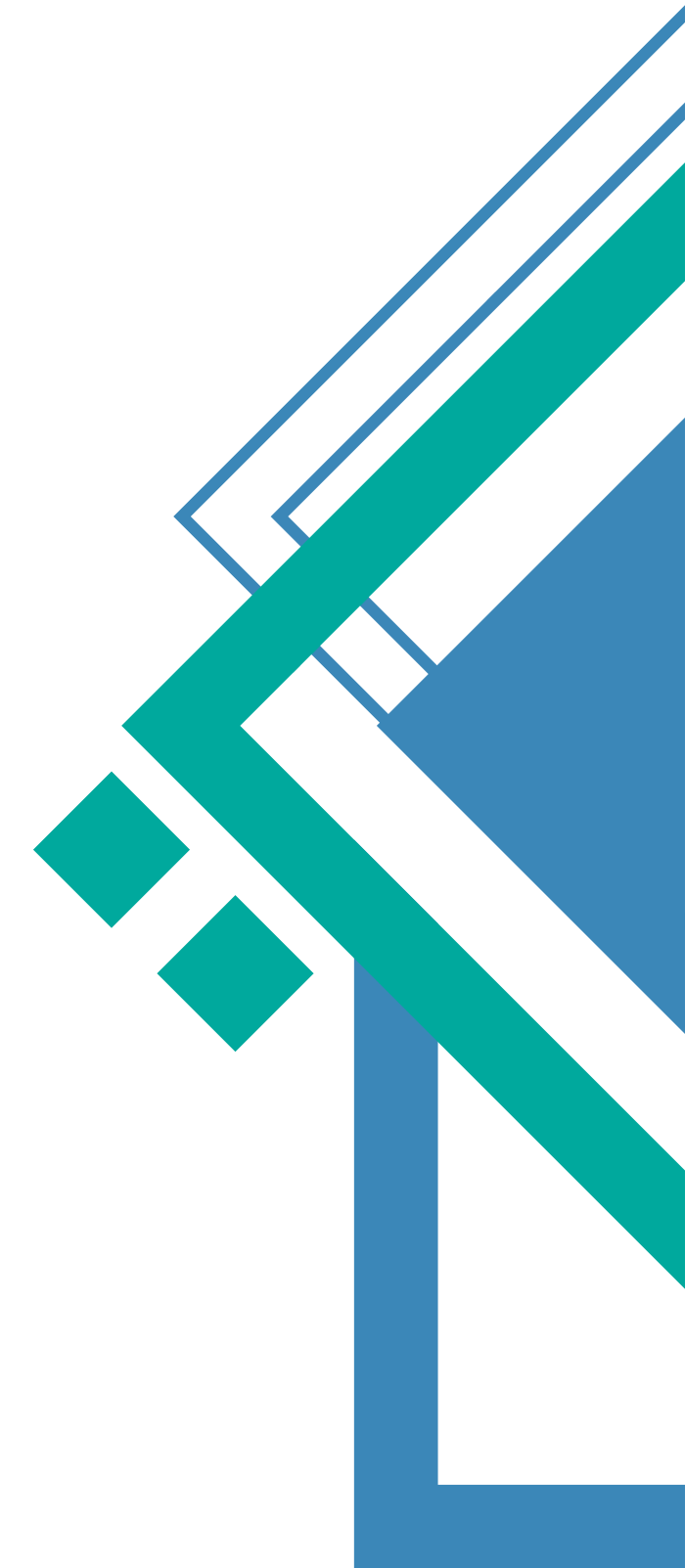
We launched our EDI Strategy and published our staff and board diversity data



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

Lived Experience



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

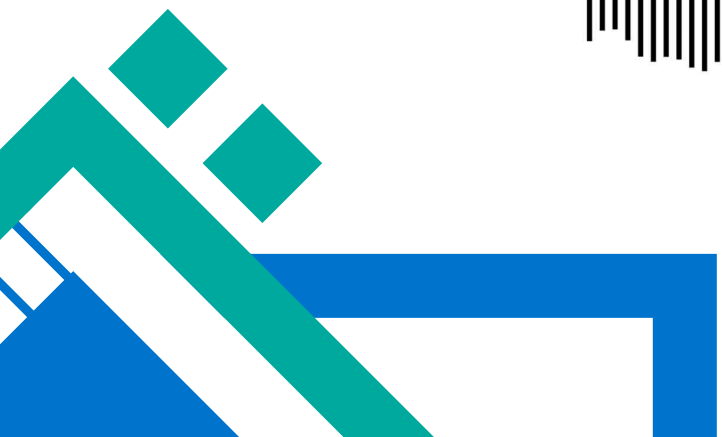
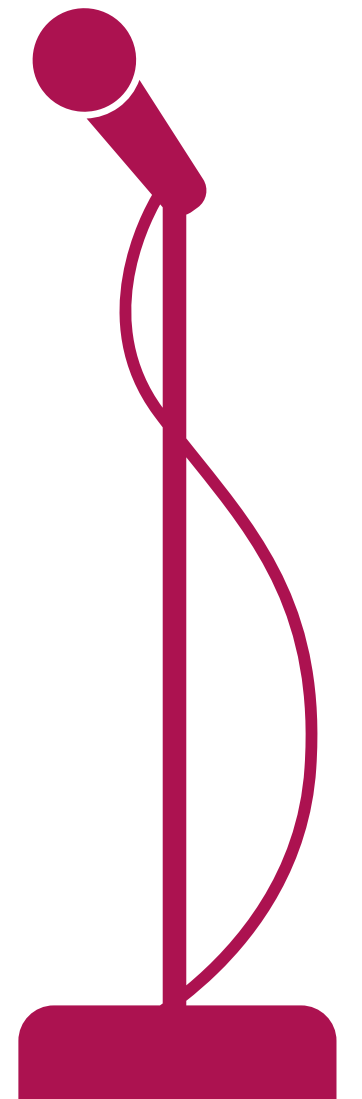
Right to Adequate Housing focus groups

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



Finances and Acknowledgements

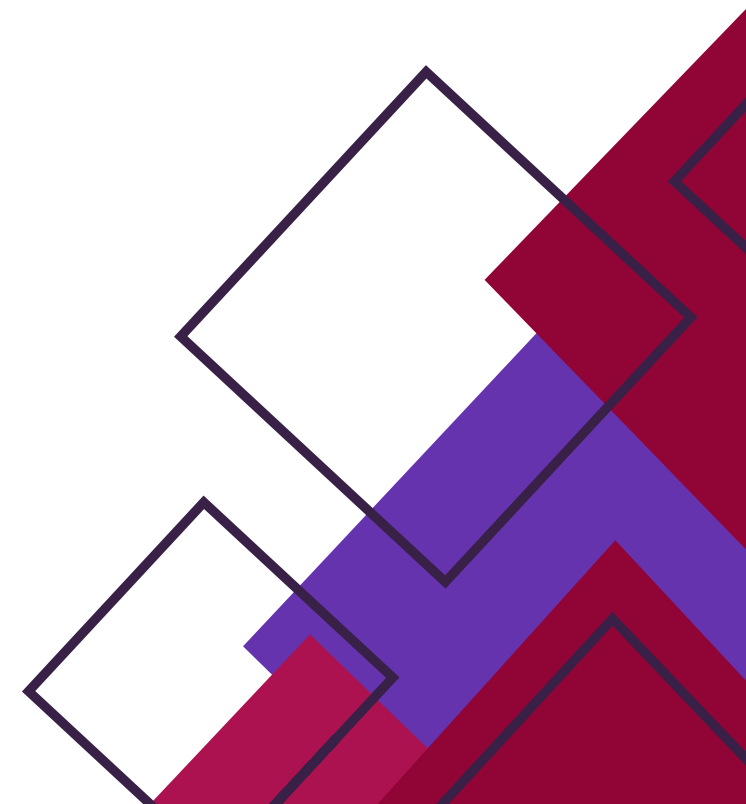
And the money they provide:

£ Total Income – £573,735

£ Expenditure – £529,677

£ Actuarial Pension Loss – (£24,000)

£ Net movement in funds – £20,058



Finances and Acknowledgements

Thank you to our Board:



Finances and Acknowledgements

And our three outgoing Board members:



Nazia
Azad



Jonathan
Conway



Graham
Findlay

Thank you for everything you did for us



Finances and Acknowledgements

Our Associates:



Finances and Acknowledgements

Our Staff:



Finances and Acknowledgements

And our members and partners...

**Without you all, and the work that you do, we
wouldn't be half the ensemble we are.**



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promoting equality in housing
hybu cydraddoldeb ym maes tai

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