



Llywodraeth Cymru
Welsh Government

Third Sector Scheme Wales



“ The Welsh Government is committed to recognising and promoting the Third Sector. The Welsh Government values the Third Sector for the contribution which the Sector makes to the long-term economic, social, environmental and cultural well-being of Wales, its people and communities. ”



A lady volunteering for the British Heart Foundation.

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Mae'r ddogfen yma hefyd ar gael yn Gymraeg. / This document is also available in Welsh.

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Foreword

I am delighted to present the Welsh Government's Third Sector Annual Report, covering the period between 1 April 2019 and 31 March 2020.

When this year started our focus was on our exit from the European Union, by the end it was dominated by floods and a global pandemic. It would expose the entrenched inequalities in our most vulnerable communities but it would also show how well we can work together and support one another.

Across Wales, people have always shown kindness to those most in need of help. The stories of compassion and support following the devastation caused by Storm Dennis have been heart-warming.

Looking back, the year began very much as the last one had ended with the uncertainty around exit from the European Union. My focus was on ensuring that the sector was as ready as it could be and able to respond to the implications our exit from the European Union created. Even in those early days, the sector was being to see an increase in demand for services and support, particularly a move to digital services.

This is why I am committed to ensuring we have a strong and robust sector in Wales by investing in Third Sector Support Wales. The network of 19 County Voluntary Councils and the Wales Council for Voluntary Action is critical to providing support to third sector organisations and volunteers. Providing them with the skills, advice and support to be able to respond to the needs of their communities.

This was also the year Welsh Government declared a climate emergency. The sector has played, and will continue to play, an increasingly important role in evidencing the impact we are having on our climate and

environment, whilst also enabling individuals, through volunteering, to make a real difference at a local level in their community.

We are extremely fortunate that underpinning all of this activity is our Third Sector Scheme and Third Sector Partnership Council. They provide strategic advice and guidance to help ministers address the inequalities and embed good practice. Which is why I'm pleased to say that the Third Sector Partnership Council Funding & Compliance Committee will be publishing a work plan in 2021.

As the year ended, we began to see the effects of Covid-19. Little did we know what was to come. However, what was apparent, even in those earlier days and weeks, was the strength of volunteering, formal and informal, within our communities. We witnessed Wales' strong history of coming together, working in partnership and looking out for one another.

It also highlighted the importance, strength and resourcefulness of our third sector, staff and volunteers, to be able to respond quickly to the initial constraints the pandemic brought to our lives.

I want to thank each and every one of you for the kindness you have shown to others. Through your ingenuity, you have made a real difference. Thank you for everything you have done.



Jane Hutt

Jane Hutt MS
Deputy Minister and
Chief Whip

View from the Sector

Wales Council for Voluntary Action (WCVA)

2019-20 ended with the voluntary sector coming more quickly and purposefully than ever before as two different emergencies took hold. First, in early 2020, Storm Dennis hit towns and villages across the country, causing severe flooding and hardship. The Third Sector Support Wales (TSSW) partnership of 19 local County Voluntary Councils and Wales Council for Voluntary Action distributed emergency funding to organisations on the ground, who helped those most in need – for instance, with pumping away flood water or assisting families to replace lost essential furniture and white goods.

Then the coronavirus pandemic began to sweep across the country. Brand new community groups formed to help people with shopping, prescription deliveries and accessing online services; larger national charities were able to coordinate efforts and provide support to smaller organisations; new relationships were forged between the voluntary sector and statutory bodies, and interest in volunteering surged to new levels.

These are just two examples of the voluntary sector demonstrating why it is absolutely essential to the very fabric of society. However, the sector does so much more to improve the lives of people and communities across Wales, from enhancing the environment in which we live to providing community transport, helping people access training and employment and advising people in vulnerable circumstances on debt and housing.

Of course, the voluntary sector has always played a key role across Wales and it was able to show this throughout 2019-20. For instance, the Civil Society Forum on Brexit, a partnership between WCVA and Cardiff University, bringing together

many organisations from across the sector, continued to monitor the impacts of exit from the European Union on the voluntary sector. It brought together politicians, sector groups and infrastructure bodies such as NCVO, NICVA and SCVO at a conference in Belfast, while Forum members also visited Brussels to speak with EU representatives about how the sector can stay linked to Europe following Brexit.

The TSSW partnership continued to provide training, funding, support and advice to sector organisations of all shapes and sizes. During the year TSSW was proud to work on administration of the Landfill Disposals Tax Community Scheme, leading, for example, to the launch of a successful new recycling project in North Wales – the Recycling Helps You Live Project (RHYL), which delivers training and awareness to communities on the benefits of plastic recycling.

On the subject of the environment, 2019-20 saw Welsh Government declare a climate and nature emergency. The voluntary sector is more than keen to play its part in combating climate change, with community energy projects becoming more and more popular and interest in community growing schemes increasing. In March, climate change was introduced as a core agenda item for every Third Sector Partnership Council (TSPC) meeting.

The sector was also pleased to be able to continue engaging with Welsh Government under the Third Sector Scheme, through both the TSPC, chaired by Jane Hutt MS, and the Ministerial Meeting networks facilitated by WCVA. This year also saw the first regular voluntary sector forum meetings with the Future Generations Commissioner.

It is more important than ever that the voluntary sector and Welsh Government make best use of the Third Sector Scheme to help create real, positive change in Wales as we seek to recover from the pandemic and move

towards achieving the goals of the Wellbeing of Future Generations Act. We acknowledge the ongoing commitment across the voluntary sector and all its partners for working towards making this happen.



Peter Davies CBE
Chair, WCVA



Ruth Marks MBE
Chief Executive
Officer, WCVA

1. Purpose and background / The Third Sector Scheme

1.1 What is the third sector?

The third sector spans virtually every facet of human interest. It includes community organisations, self-help groups, voluntary organisations, charities, faith-based organisations, social enterprises, community businesses, housing associations, co-operatives and mutual organisations to name only a few.

The third sector comes in a range of institutional forms, including registered

and unregistered charities, Companies Limited by Guarantee (which may also be Registered Charities), Community Interest Companies, Industrial and Provident Societies and unincorporated associations. Each organisation has its own aims, distinctive culture, set of values and way of doing things, but they all share some important characteristics, which are shown below.

The third sector spans virtually every facet of human interest. They all share some important characteristics in common, being:

Independent, non-governmental bodies; established voluntarily by citizens who choose to organise.



'Value-driven' and motivated by the desire to further social, cultural or environmental objectives, rather than simply to make a profit.



Committed to reinvesting their surpluses to further their social, cultural or environmental objectives.



We remain convinced of the case for viewing bodies with these characteristics as a distinctive "sector".

Active Across Wales.

32,000

**Voluntary
Organisations**

£1.258bn

**Estimated income
to the third sector
in Wales in 2018-19**

938,000

Volunteers



Swansea Coproduction Network is a project identified in Swansea Social Services' disability commissioning strategy to support and involve disabled people, carers and organisations supporting them in co-producing services with statutory partners. They worked with their local authority and other partners to ensure access to an independent professional advocacy service, with support from Swansea CVS.

1.2 The Third Sector Scheme

The Third Sector Scheme is made under Section 74 of the Government of Wales Act 2006. This legislation requires Welsh Ministers to make a Scheme, which is a statement of Welsh Ministers' intent to support and promote, in the exercise of their functions as Welsh Ministers, the interests of relevant voluntary organisations.

This annual report for 2019-20 shows how proposals set out in the Third Sector Scheme were implemented in that financial year.

The text of the legislation can be found at the link below:

www.legislation.gov.uk/ukpga/2006/32/section/74

The Third Sector Scheme is designed to deliver a partnership between the Welsh Government and the third sector which is intended to help us to develop and support processes which will ultimately lead to:

- **Stronger, more resilient, communities** – the way most people make a voluntary contribution to the vibrancy and regeneration of their communities, provide care and help build people's confidence and skills; and the opportunities the third sector creates for employment and local enterprise;
- **Better policy** – the knowledge and expertise the third sector offers through its front-line experience to help shape policies, procedures and services;
- **Better public services** – the innovative and transforming role the third sector can play in making public services reach more people and become more sensitive to their needs.

The Third Sector Scheme

Sharing views and information



Joint planning and design



Monitoring and evaluating programmes and schemes



Ensure funding across policy areas



A shared interest in the way wider public services interact with the third sector



Cross cutting themes of the scheme:

- Tackling Poverty
- Sustainable Development
- Equalities
- Welsh Language.

All Cabinet Members, Deputy Ministers and officials are expected to promote the interests of the third sector in their work and decision making. The Third Sector Scheme commits the Welsh Government to:

- maintain arrangements for meaningful engagement and consultation with the third sector;
- maintain arrangements for supporting communities and volunteers;
- maintain arrangements for supporting structures that allow the third sector to flourish; and

- seek to adhere to the Code of Practice for Funding the Third Sector (contained as an Annex to the Scheme).

It covers arrangements for consultation, working in partnership with the sector and also funding.

A link to the Scheme can be found here: gov.wales/sites/default/files/publications/2019-01/third-sector-scheme-2014.pdf

These arrangements continue to be supported by the Wales Council for Voluntary Action and the Welsh Government.

2. What happened in 2019-20?

The Scheme sets out the formal arrangements for engagement across 5 areas:

2.1 Dialogue and Cooperation

This activity involved agreeing practical arrangements, dialogue and exchange of information. One good example of where this has worked in practice, and delivered positive

outcomes for stakeholders during this reporting period is the “Empowering Communities” project:



Between 2018 and 2020 the Welsh Government provided financial support to sectors across Wales to prepare for exit from the EU. This included a £50 million EU Transition Fund. £150,000 of this funding was awarded to the WCVA to fill a knowledge gap in understanding how the exit process could impact on the availability of community services to people and communities, the financial viability of the organisations providing these services, and the workforce (which may be reliant on EU Citizens or non-EU citizens), and to help the third sector plan for any eventualities.

A research project was co-developed by the Welsh Government and the WCVA, with a steering group (comprising expertise from across the third sector and Government departments) to provide oversight and guidance. The resulting “Empowering Communities” report was completed in early 2020.

The report highlighted the need to improve the voice of the sector and provide a mechanism for engagement with UK and EU institutions and networks. The WCVA had already begun to identify the ways in which the sector could engage with European Networks. This included a visit from the European Economic and Social Committee in 2019, with the aim of formalising how the sector could continue to work with the committee.

The visit was organised by the WCVA, with participants recruited via the Third Sector Partnership Council, supported by the Welsh Government office in Brussels which provided an opportunity to promote the new Welsh Government International Strategy. This resulted in a good cross-section of attendees, covering a wide range of third sector interests and a mixture of EU “old hand” and others for whom this was a new experience.

Meetings highlighted that continued and increased engagement with European networks following the end of transition would be vital as we will be leaving the Union not Europe itself. In addition, many of the issues the sector in Wales face are the same ones being faced by European

colleagues. Continuing engagement provides an opportunity to share experiences and best practice and generate new or stronger links with a range of European Union structures, in relation to volunteering, racism, health, faith, participatory democracy, migration and the environment.

2.2 Third Sector Partnership Council (TSPC)

The Third Sector Partnership Council helps the Welsh Government to work with third sector organisations to develop better policies and services. During the reporting period the TSPC was chaired by Jane Hutt, Deputy Minister and Chief Whip. The Council included representatives of third sector networks who worked across 25 areas of third sector activity along with the Chief Executive Officer of Wales Council Voluntary Action (see Annex A).

In 2019-20 there were two TSPC meetings under the auspices of the Third Sector Scheme. During 2019/20 the TSPC and the Welsh Government worked together to identify ways to improve the implementation of the Third Sector Scheme, an example of topics which were discussed included:

- Wellbeing of Future Generation Act
- Open Government Action Plan
- Special leave for Domestic Abuse
- Climate Emergency.

Minutes from the TSPC meetings are published on Welsh Government's website at:

www.gov.wales/third-sector-partnership-council

2.3 Ministerial Meetings

Wales rightly has an international reputation as a country where access to policy makers and Ministers is such that it promotes good governance. The third sector meets with each Welsh Government Minister to discuss issues relevant to their portfolios.

Ministerial meetings complement day-to-day engagement between Welsh Government officials and third sector representatives by focusing on strategic policy issues that affect more than one part of the third sector.

In 2019-20 there were eleven meetings between Welsh Ministers and third sector organisations under the auspices of the Third Sector Scheme, an example of topics which were discussed included:

- Wales Transport Strategy
- Innovative models of Community Housing in Wales
- Foundational Economy
- New Curriculum
- Early Years Learning
- Access to Lifelong Learning

Further, Welsh Ministers engaged with third sector organisations in many different ways outside these formal meetings – including visits to organisations, attending events and conferences, and via direct correspondence or meetings with individual groups or organisations to hear more specifically about issues which affected them.

Records of these ministerial meetings can be found on the Welsh Government website at: gov.wales/node/9279/latest-external-org-content

2.4 Consultations

Welsh Ministers have committed to procedures for consultation on policy changes and new policy developments which affect the third sector including:

- opportunities for continuing discussion between Third Sector, volunteering interests and Welsh Government to foster early understanding and involvement in policy development
- consultation arrangements that normally allow adequate time for wider consultation with networks and service users
- supporting the role of umbrella bodies and intermediaries in facilitating consultation
- feedback to respondents on the replies to and outcomes of the consultation
- opportunities for the sector to continue to be involved at the implementation and evaluation stages of the policy.

There were 79 consultations published between 1 April 2019 and 31 March 2020. Details can be found on the Welsh Government website here:

www.gov.wales/consultations?keywords=&field_consultation_status=All&%20All%20=All&%20All%20=All&published_after=01%2F04%2F2019&published_before=31%2F03%2F2020

An example of a consultation carried out in 2018-19 where the third sector was able to contribute and influence policy development was the consultation regarding the **Regulation and Inspection of Social Care (Wales) A Act 2016 (Phase 3 implementation – Regulated Advocacy Services)**.

This consultation, which ran from 24 May to 16 August 2018, sought views on the draft Regulated Advocacy Services (Service Providers and Responsible Individuals) (Wales) Regulations 2019, which in summary.

Of the 98 responses received from the public, private and third sectors, 63 responses were from individual third sector organisations - 35 responses came via the online portal, of which 14 were completed and 21 partially completed.

You can view this consultation at the following link: www.gov.wales/sites/default/files/consultations/2019-11/a-more-equal-wales-commencing-the-socio-economic-duty.pdf with the related response document at www.gov.wales/sites/default/files/consultations/2020-02/summary-of-responses_2.pdf

The consultation intended to gain views on the Welsh Government's proposal to commence Part 1, Section 1 of the Equality Act 2010 – the socio-economic duty. It asked which public bodies should be captured by the duty and how the duty would be delivered.

The consultation was distributed electronically, via social media and also published on the Welsh Government website. In addition, external engagement events were held with stakeholders, public bodies and third sector organisations during the consultation period.

The Welsh Government carried out a DRAFT Regulatory Impact Assessment. This is the draft Regulatory Impact Assessment ("RIA") on the commencement of the socioeconomic duty ("the duty"). This supports the accompanying consultation document, and sets out the potential benefits and costs of commencing the duty. www.gov.wales/sites/default/files/consultations/2019-11/regulatory-impact-assessment_0.pdf

Following the consultation, the Welsh Government commissioned a Working Group, including representatives from the third sector, to consider the response and to make recommendations to Welsh Ministers.

The Regulated Advocacy Services (Service Providers and Responsible Individuals) (Wales) Regulations 2019 came into force on 29 April 2019, with the relevant statutory guidance published in April 2019. A copy of the guidance can be access here: gov.wales/guidance-regulated-advocacy-services.

2.5 Policy Development

Under the Third Sector Scheme the Welsh Government is committed to ensuring that it takes into consideration, at a formative stage, the implications for the third sector of any new policies or changes. This engagement with the sector is key to informing policy development and helping to shape services to meet the needs of people in Wales. An example of this engagement and the benefits it can bring in practice to Welsh communities is development of our Youth Work Strategy:



A group picture of the Oasis Cardiff ESOL Volunteer Group

Case Study

Development of Youth Work policy – a whole sector approach

The Youth Work Strategy for Wales (2019) www.gov.wales/sites/default/files/publications/2019-06/youth-work-strategy-for-wales.pdf sets out a high level vision which was supported and agreed by the whole of the youth work sector. The Implementation document www.gov.wales/sites/default/files/publications/2019-10/implementation-of-the-youth-work-strategy.pdf which underpinned the plan was published later that year. In developing both documents it was vital to address issues that had been raised about the previous strategy and the ways in which we engaged with both the sector and young people. We knew that if we were to develop a credible, robust and deliverable strategy it needed be collaborative with the sector.

We started by working very closely with the Interim Youth Work Board www.gov.wales/interim-youth-work-board who are made up of individuals passionate about youth work, represented both the statutory and the voluntary sector as well as academia, Police and Crime Commissioners and Welsh language experts. They engaged with young people to ensure that they were able to shape the work taking place. We then used the feedback from young people as the basis for working closely with the sector to develop a strategy that was fit for purpose, covered the whole sector, and was ambitious.

Whilst we fund all 22 local authorities to deliver youth work, we only fund eight national voluntary organisations, and it was clear we needed to broaden out the engagement with the third sector to ensure that they had an equal say. We worked closely with the Council for Wales of Voluntary Youth Services (CWVYS) www.cwvys.org.uk/ who were able to reach out to their member organisations for their feedback. We attended group discussions arranged by CWVYS to enable the voluntary sector to ask questions of us directly as well as providing feedback on early drafts of the strategy.

This way of working gave us confidence that the voluntary sector felt included in the discussions. We were able to make changes as a result of their input, and we ensured wider sector buy in to the final vision. This approach was extremely valuable during the development of the strategy and continues to be beneficial as we now start to embed the Strategy. We believe we have created an environment whereby the sector know they can approach the Welsh Government for information or advice, or to just have their say if they wish, which can only strengthen our work.

3. Welsh Government Funding and Support for the Third Sector



Tŷ Hafan has supported 800 children & 770 families from all over Wales. Its Bridgend store was staffed by volunteers and the support of Bridgend Association of Voluntary Organisations was invaluable in building and supporting this volunteering team.

The Welsh Government, through its core funding of Third Sector Support Wales (TSSW) a partnership comprising the Wales Council for Voluntary Action (WCVA) and the 19 County Voluntary Councils (CVCs) across Wales, supported a Third Sector Infrastructure which during 2019-20 represented, promoted, supported and was accountable to the third sector at all levels.

This support was focused around 4 key pillars of activity; Volunteering, Good Governance, sustainable funding and engagement and influencing with public service partners.

2019-20 saw TSSW publishing its 2nd **TSSW Impact Report**. 2019-20 was a year of building on the work undertaken in 2018-19 to change and improve TSSW, where they developed and continued to improve their work through better use of digital systems to support the individuals and organisations including:

- Volunteering Wales – www.volunteering-wales.net
- Funding Wales – www.funding.cymru
- Infoengine – www.infoengine.wales
- A new Knowledge Hub – (www.thirdsectorsupport.wales/) that would provide a range of useful resources and online learning for the voluntary sector in Wales

The TSSW Impact Report, provided data and case studies to show the impact of Welsh Government and TSSW support around the 4 key pillars, is published at TSSW Impact Report 2019-20 www.cvsc.org.uk/images/TSSW_IMPACT_REPORT_ENGLISH_final.pdf.

This table shows some of the high level impacts being delivered by TSSW with Welsh Government support:

Third Sector Support Wales (TSSW) supports voluntary organisations, volunteers and volunteering at local, regional and national levels.

4,175 Volunteers placed in 2018-19

222,928 sheets on running and managing organisations downloaded from TSSW websites

33,722 enquiries on good practice in managing volunteers responded to by TSSW

£7,487,493 Distributed grants to Third Sector from Welsh Government and others

693 training and learning events arranged, with **8,445** participants

For more information on TSSW you can visit their website at: <http://thirdsectorsupport.wales/>

3.1 Funding provided from Welsh Government to support TSSW in 2019-20

Allocations	
Core funding to County Voluntary Councils and Wales Council for Voluntary Action TSSW – see table below for individual County allocations	£4,464,695
Volunteering Wales Fund	£1,330,000
Third Sector Safeguarding Support	£114,500
Third Sector Change Fund	£81,500
Partnership Capacity Fund – grants to TSPC networks	£87,545
TOTAL	£6,078,240

Breakdown of Core Funding Allocations for WCVA and individual Country Voluntary Councils.

Region	CVC	Core	Region
Betsi Cadwaladr (North Wales)	Conwy	£152,481	£960,880
	Denbighshire	£151,771	
	Flintshire	£156,530	
	Gwynedd	£199,089	
	Isle of Anglesey	£148,573	
	Wrexham	£152,435	
Hywel Dda (West Wales)	Carmarthenshire	£172,217	£480,667
	Ceredigion	£154,316	
	Pembrokeshire	£154,134	
Powys	Powys	£315,957	£315,957
ABMU	Bridgend	£150,074	£497,428
	Neath Port Talbot	£152,193	
	Swansea	£195,161	
Cardiff & Vale	Cardiff	£185,539	£350,270
	Vale of Glamorgan	£164,731	
Cwm Taf	Merthyr Tydfil	£144,824	£326,084
	Rhondda Cynon Taff	£181,260	
Gwent	Gwent	£583,797	£747,296
	Torfaen	£163,499	
Sub-total CVCs		£3,678,582	£3,678,582
WCVA		£786,113	
Total		£4,464,695	

3.2 Other Support for the third sector

TSSW funding was not the only funding provided to third sector organisations across Wales. The Welsh Government provided support, core funding and project funding to many other Third Sector organisations.

In many cases these funds related to specialist areas of work and the funding was agreed by the appropriate Welsh Government Minister.

In 2019-20 the Welsh Government awarded £340 Million in direct funding to the third sector.

This did not include procurement expenditure or indirect payments made to third sector organisations where the Welsh Government provided funding to another organisation, for example a local authority, which may have subsequently funded third sector organisations.

The Welsh Government's **Managing Welsh Public Money** sets out the framework and principles which must be applied by the Welsh Government, its sponsored bodies, the NHS

in Wales, its commissioners, the Education Workforce Council, Estyn and the Welsh Government's subsidiary bodies. Further detail can be found at:

www.gov.wales/sites/default/files/publications/2018-10/managing-welsh-public-money.pdf

The Welsh Government's **Code of Practice for Funding the Third Sector** (the Code) governs how the Welsh Government and its agents should approach funding of the third sector.

The Code sets out the types of funding the Welsh Government provides, the principles upon which funding decisions should be based, and the terms and arrangements under which funding should be offered.

www.gov.wales/sites/default/files/publications/2019-01/third-sector-scheme-2014.pdf

No breaches of the Code were reported during this reporting period.



Members of the Sutton family have been supporting the homeless in the community during COVID19, by helping to cook meals.

4. Further Information

For information on Welsh Government support for the third sector, visit:
www.gov.wales/welsh-government-boosts-support-valued-charities-and-third-sector-organisations-wales

Third Sector Support Wales Impact Report 2019-20 www.cvsc.org.uk/images/TSSW_IMPACT_REPORT_ENGLISH_final.pdf

For information about volunteering, please visit
www.volunteering-wales.net

or visit your local County Voluntary Council or Volunteer Centre.
www.wcva-ids.org.uk/

Alternatively contact the Third Sector Unit at thirdsectorqueries@gov.wales

For information on other grant programmes, please contact Wales Council for Voluntary Action (WCVA) on 0300 1110124 or visit their website at
<https://wcva.cymru/>

For further information on Third Sector Support Wales, visit their website at
www.thirdsectorsupport.wales/



WCVA – Momena Ali

Momena Ali won the Volunteer of the Year Award at the Welsh Charity Awards for her work guiding staff and trustees at Ethnic Youth Support Team to help grow it into the organisation it is today.

Annex A (Table of TSPC Areas of Interest and Network leads)

Area of Interest	Network
Advice and Advocacy	Independent Advice Providers Forum
Animal Welfare	Animal Welfare Network for Wales
Arts, Culture and Heritage	Voluntary Arts Wales
Asylum Seekers and Refugees	Welsh Refugee Council
Children and Families	Children in Wales
Community	Building Communities Trust
Community Justice	Community Justice Cymru
Disability	Wales Disability Reference Group
Education and Training	Adult Learning Wales
Employment	Siawns Teg
Environment	Wales Environment Link
Ethnic Minorities	BAME Alliance
Gender	Women's Equality Network Wales
Health, Social Care & Wellbeing	Health, Social Care, Wellbeing and Sport Planning Group
Housing	Homes for All Cymru
Local and Regional Intermediaries	CVC Cymru
International	Welsh Centre for International Affairs
Older People	Age Cymru
Religion	Interfaith Council for Wales
Sexuality	Stonewall Cymru
Social Enterprise	Social Enterprise Network
Sport and Recreation	Welsh Sports Association
Volunteering	Volunteering Wales Network
Welsh Language	Mentrau Iaith Cymru
Youth	Council for Wales Voluntary Youth Services