

BAVO

Bridgend Association of Voluntary Organisations
Cymdeithas Sefydliadau Gwirfoddol Pen-y-bont ar Ogwr



Annual Impact Report
2021-22

Chair and CEO's report

Welcome to our 2021/2022 annual review, showcasing the impact BAVO has had on community groups and residents during what continued to be a difficult period for many. The pandemic lasted longer than anticipated, and it has impacted on us all significantly, but the voluntary and community sector has never shone so bright. The #NeverMoreNeeded campaign summed this up perfectly.

BAVO moved from leading the community response to COVID-19 and gradually entered the 'new normal', continuing to work with members as restrictions were lifted and we shifted our attention to help local groups reset, rebuild and recover.

As always, we worked to raise awareness of the great work taking place by the sector, highlighting the activities, opportunities and services being delivered to support 'prevention and wellbeing' and ultimately improving residents lives. We also contributed to this through our social prescribing 'community navigator' team.

We continued to work collaboratively with Bridgend County Borough Council, Cwm Taf Morgannwg Health Board and other key partners. Our 'Resourceful and coordinated communities' approach saw us start to pick up and develop more community and third sector provider networks. Not all of them are run by BAVO, but we remain staunch advocates for them, and for connecting groups and people to one another to reduce competition and duplication and encourage coproduction and collaboration.

In order to direct the resources to exactly where they were needed, our team of community navigators and development officers worked in community settings and visited and connected with local groups on a daily basis. It is always important for us to have our finger on the pulse so we can advise and influence stakeholders, and update them on the brilliant work our

members are already delivering or have plans to progress, and to quickly get any funding to the groups who need it. Therefore, we were delighted to be able to distribute substantial funding on behalf of funders such as the WG, WCVA and BCBC to get almost half a million pounds worth of grants and investment into our local sector this year.

This report describes just some of our achievements but none of it would have been possible without the support of our partners and funders. We are extremely grateful to Welsh Government, Bridgend County Borough Council Cwm Taf Health Board, Public Health Wales and the Regional Partnership Board for their support to BAVO, and to the wider voluntary and community sector across Bridgend County.

The key component to our success though are our staff and volunteers, and we are incredibly proud of them. They have worked tirelessly since Covid, many taking on roles they hadn't done before and being subjected to regular and rapid change. Following Covid, a number of longstanding team members retired or left during the year, and so the majority of BAVO's team are relatively new! We want to take this opportunity to convey our thanks to all staff, volunteers and indeed our Trustees - past and present - for their dedication, flexibility, patience and commitment.

As we enter our 25th year, we remain in difficult times with a cost of living crisis looming. However, we will endeavour to work collaboratively to try and mitigate the impact of this on our sector and residents.

Our final thank you is to all members and voluntary and community groups across our Borough who are doing amazing work, achieving great things and changing lives for the better.



Steve Curry
Chair



Heidi Bennett MBA, MCIPD
Chief Executive

BAVO Trustees

Chair: Steve Curry
 Vice Chair: Marged Griffiths
 Mari Major MBE
 Richard Young
 Clive Owen BEM (until 2022)
 Peter Edwards
 Amanda Edwards



Current Staff

Heidi Bennett	Chief Executive	Lucy Williams	Mental Health Service user and Carer Involvement Officer
Kay Baker	Operations and Partnerships Manager	Cath Thomas	Health Partnerships Officer
Caroline Wellings	Finance Officer	Gail Devine	Community Navigator - Team leader
Claire Emanuel	Development Officer and Grants - Team leader	Rob Wood	Community Navigator
Alison Mawby	Development and Third sector relations	Paul Evans	Community Navigator
Mark Fitzgerald	Development and Third sector relations	Georgina Powell	Community Navigator
Rhodri Powell	Third Sector Network Builder	Fiona Burlingham	Community Navigator
Jackie Prosser	Community Network Builder	Russ Creemer	Community Navigator
Julia Andrews	Management Support and Community Navigator	Tom McGeoch	Common Access Point Broker
Laura Dadic	Mental Health Development Officer	Alex Bowen	Green Navigator and Development support
		Sharon Headon	Volunteering Development Officer
		Abi Jenkins	Community Companions Officer

Summary of achievements

Volunteering

343 volunteering enquiries
73 organisations supported with volunteering good practice
167 volunteers supported
79 people placed into volunteering
46 volunteer befrienders

Engagement and Influencing

13 Third sector Networks and forums
93 strategic planning/working groups involving third sector representation
380 individuals attending networks and events

Good Governance

1327 requests for support
302 groups supported with advice
396 members
111 attending our training

Sustainable Funding

£250,195 of funding obtained by groups following advice
£488,259 of funding provided through grant schemes administered by BAVO
128 organisations supported with funding

Volunteering

As people returned to their workplaces and day-to-day lives following the pandemic, volunteering capacity reduced substantially. We are committed to providing volunteering support to members. We recognise volunteers are critical to the growth and success of the sector, and continues to be a core function of BAVO.

Our Volunteer team are here to:

- Promote good practice and innovation in volunteering – to enable more people to take part and to increase the impact of volunteering;
- Provide information, guidance and signposting – for individuals to volunteer and for organisations to develop quality volunteering placements;
- Manage a database of volunteering opportunities– for brokerage and management of volunteering;
- Facilitate networks and training– for learning, sharing and continuously improving volunteering experience;
- Organise events, promotion and recognition – to promote and celebrate volunteer achievement and champion the important contribution of volunteering to the wellbeing of our communities.

What did we achieve?

Responded to **343** specific volunteering enquiries

Facilitated **2** Volunteer Manager network meetings involving **12** organisations

Attended **21** events to promote volunteering to students, employers and community groups

Delivered **1** volunteer training session to **8** people

Supported **73** organisations with volunteering good practice guidance

Supported **167** volunteers

Placed **79** people into volunteering vacancies

Our Volunteering Projects

We also led on two volunteering programmes that focused on helping adults with particular needs.

Focus Forward >>

This project aims to move people closer to employment through offering training, volunteering, with the aim to build confidence and skills and move them on to paid work. This year we helped:

24 people referred to the project and receiving initial support

6 completed a number of training opportunities

11 were successfully placed into volunteering roles

1 person gained employment

What difference did this make?

"I volunteer with STEER whilst I am doing Uni, and they are helping me with my anxiety, looking after the animals is very therapeutic and helps reduce my stress levels. As a group of volunteers we have now established a Bee system, we have been given training too and volunteering has been great for my CV. Thank you to everyone at STEER for letting me volunteer and look after the bees and horses, they make me feel so good."

STEER Youth Volunteer

"For the past 6 years I have been a full time carer at home. Volunteering has made a significant difference to my confidence, enabling me to apply for jobs, knowing I am capable of carrying out paid roles. I have now been offered employment, as a part time receptionist, in a nursing home. I would not have had the confidence to apply for this employment, if I didn't take up volunteering. This has also made a significant difference to my self esteem and I am happier in myself. It is so lovely, being around people again, especially going through the pandemic. I have also met some amazing people while volunteering."

The Bridge MPS Volunteer

"Volunteering has made an enormous difference in my confidence and resilience. I've become a lot more content with my life and finally see a sense of direction. I've developed many skills and qualities throughout my time volunteering, for example my confidence, my communication and my leadership skills have improved a huge amount."

"I have definitely made significant progress while volunteering. One important area of personal development was employment, when I started volunteering I was unemployed with no idea of what I wanted my future to look like, and I am now currently employed by the Boys and Girls Clubs of Wales as a youth support worker and have a fair idea of what direction I want my future to go in. I've also built bonds with colleagues and young people that I'm extremely proud of!"

Bettws Boys and Girls Club Volunteer

Community Companions

Our befriending scheme continued to develop and adapt during the continuous changes to government guidelines as a result of Covid, and to maintain safe working practices. The team carried out enhanced risk assessments during the year and maintained a face to face and telephone service. The scheme supports older people and housebound individuals who are experiencing isolation or loneliness. Sadly the need for the service has grown over the past 2 years, and we have struggled to recruit volunteers to the project. This year we helped:

54 older people were matched with a befriender

15 volunteers provide face to face support

39 are telephone befrienders

Bridgend Youth-led grants Panel

The funding panel is made up entirely of young people who take a decision-making role in awarding these grants which aim to encourage more youth volunteering. Being a member of the panel helps the young people to develop a range of skills from assessment skills, budget management through to monitoring and evaluation. The panel:

Supported **4** young panel members who met twice in the year

Distributed **£8,460** to **5** local groups

Enabled a further **80** young people to volunteer in projects as a result of the funding

Good governance

Our Development Team provided information, guidance and support to organisations that needed assistance on all sorts of issues from setting up to winding down charities and everything in between. They also provided training and development opportunities via online meetings across the year and supported a Trustee Network.

Our Network Builders assisted individuals to take their ideas for community activity, and bring them to life, connecting them to expert organisations across Wales and other groups across the County to help them on their way. The team facilitated and nurtured groups and networks, bringing them together and connecting them where there were common goals and aspirations. This led to some groups sharing resources, receiving specialist support and enabled better coordination and collaboration with many groups learning from one another.

The team also kept general information and resources up to date on the Third Sector Support Wales (TSSW) Knowledge Hub which is accessible 24/7. They also provided training on Infoengine.cymru where groups can promote their work to funders and those that need support.

What did we achieve?

1,327 incoming group and Trustee enquiries completed

302 groups given in depth tailored support to strengthen their organisation

396 members, an increase on previous year

17 training sessions with **111** attending

What difference did this make?

Shedquarters' - Repair Café Maesteg

BAVO connected the group to Repair Café Wales to ensure the group received all necessary guidance, paperwork and information to shape the new activity and help make the project a success. BAVO's Network builder met with the group regularly, helped organise events and connected volunteers in and arranged the launch. Thanks to grant support, three members passed their PAT testing course and are now qualified to test electrical items that have been repaired by volunteers.

The project took six months to set up and it was the first Repair Café to launch in Bridgend County.

Monthly events have been well attended and the feedback received from the community has been positive. New Repair Cafés are now being set up throughout the Borough. This has a positive environmental impact by re-using and repairing items it reduces landfill, and it helps in a cost of living crisis too.





Hut 9

We are a local group of volunteers, helping to preserve and tell the unique and nationally significant story of Hut 9; the last remaining building at Island Farm, Bridgend, a former German POW Camp.

We have many aims for the future, including the preservation of the building, its escape tunnel and the collection and preservation of all material pertaining to Island Farm.

Working through the application form, defining the objectives or purposes of our CIO in just two sentences and completing our governing document (or constitution), there was and still is a lot of new things to learn. We received several resources from BAVO, including numerous online presentations and seminars about other charity functions, such as funding, gift-aid, VAT registration, safeguarding, etc.

BAVO attended a couple of our important meetings and even took and typed minutes of an important and critical meeting between our group, BCBC and CADW. BAVO made it

possible, helped us become a charity in a relatively short time. Our application was submitted on 1 Feb 2022. The CIO was registered on 25 February 2022.

“If it was not for BAVO’s help, support and encouragement, plus BAVO’s members love and care for their job and our enthusiastic group of volunteers, we would not have achieved charity status in such a short time, neither we would have been able to learn so much so quick and run our application process so smoothly.”

Talbot Centre, Kenfig Hill

Staff and volunteers at the Talbot Centre identified a need for a Credit Union collection point to be set up at the Centre but didn’t know where to start. BAVO connected them to Bridgend Lifesavers Credit Union who were able to cover the Kenfig Hill area and over a period of three months BAVO arranged, and facilitated meetings between the Manager of the Credit Union and staff and volunteers of the Talbot Centre to discuss what was required by both parties and to move things forward.

The collection point started in February 2022 and operates weekly, it has been very successful and

enables residents of Kenfig Hill, Pyle and Cornelly to have access to a local saving scheme, low cost loans and money management advice. The Talbot Centre are now considering setting one up in the primary school so local children can learn to save at an early age too.

“This has given us the opportunity to work on a project, share skills and experiences and increase community involvement. Thank you BAVO.”

Sustainable funding

Our sustainable funding work helped community and voluntary groups improve their resilience and have the skills, knowledge and capacity to sustain their organisations.

The service helped groups to effectively secure and generate the resources they needed to survive and grow. They delivered training, gave advice on available funding streams and good practice in fundraising, and assisted groups to forward plan to raise levels of earned income. This service also crossed over with the development work making sure groups had robust governance and policies in place to give assurity to potential funders. We also applied for and/or negotiated funding into the local sector and managed several local grants schemes that were able to fund the work of dozens of local groups. The team also ensured the funding.cymru portal was updated with funding information for members to access 24/7.

What did we achieve?

£250,195 of funding obtained by groups following BAVO advice

£488,259 of funding provided through grant schemes administered by BAVO

128 organisations supported with funding

What difference did this make?

Tanio

Tanio worked with 3 schools and children aged 7-11, including children with additional learning needs and different communication abilities, including non-verbal and those who sign. The project supported the emotional wellbeing of children using the topic of climate change.

The feedback of the children, the staff and facilitators has shown a greater respect for the planet and the children have gained deeper understanding of what is happening and been given tools to make a difference. Through the process they learnt how to express and cope with their worries.

One young person said "I feel relaxed and happy doing this and forest school."



St Tyfodwgs Church

The Church was the only public building in the village. Glynogwr being an isolated rural village, it was vital that we had a meeting place to bring the community together, to relieve social isolation, to bring the heart back which had been lost some years previously. The church could provide that focal point, but we needed to provide a disabled toilet, kitchen and community facility in order for more community use. The Church is a listed building and the costs of such installations were extremely high, we needed to apply for funding and advice on what was required in completing applications. As members

“BAVO’s support was crucial, none of the committee had been involved with applying for funding previously and without such help and guidance it would never have been achieved. If there were any problems, we knew that we could contact an officer and we would be able to solve them. Without question without the services of BAVO I doubt very much whether we would have been successful.”

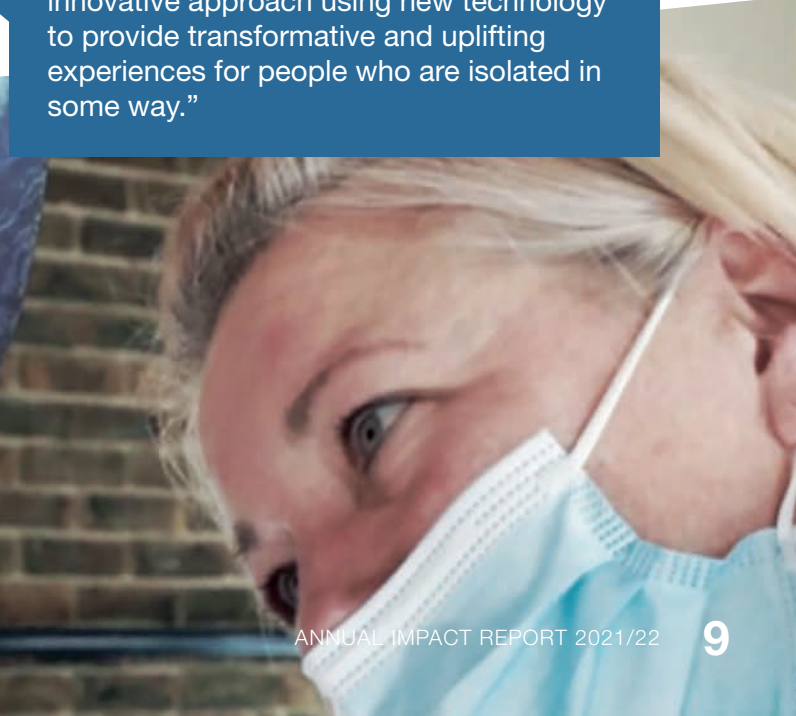
of BAVO we were invited to attend funding surgeries, advice was also provided in completing the applications, we had never done so previously and we needed guidance for this.

Awen Cultural Trust

Awen staff were trained to work with new technologies to help families/carers and older people who were suffering from depression, anxiety and/or early signs of dementia. They worked with clients over a 24 week period using virtual reality technology; creating bespoke experiences for each of the participants to help take them to their ‘happy place’. The users had access to a range of generic relaxation experiences such as meditation, mindfulness and breathing exercises.

One beneficiary said “It felt like home, I felt happy”.

“This funding has enabled us to pilot an innovative approach using new technology to provide transformative and uplifting experiences for people who are isolated in some way.”



Influencing and engagement

BAVO supports a number of thematic and geographic third sector provider forums and networks involving members, volunteers, trustees and service users.

Members of the networks and forums work with one another to consult, coproduce, engage, participate and influence various strategic reference groups. Their voices provide a steer and a mandate to BAVO as we try to influence planning, policies and strategies that impact on the sector.

We reflect the various network's positions and views at local, regional and national partnerships.

We always strive to achieve direct 'representation' from groups at the various partnership meetings but this inevitably involves a lot of time and capacity that many groups can ill afford. Therefore BAVO is relied upon to feed information into the networks and act as a conduit on their behalf.

The majority, if not all that we are involved in on behalf of our members, has a direct impact on 'prevention and wellbeing'; improving the outcomes for people in our communities, through our members who have direct contact, but also through our own social prescribing work.

Through the pandemic, key partners in other sectors have come to understand the vital role the sector plays and the importance of local provision.

What did we achieve?

We achieved a healthier, stronger and more equitable voice and relationship between hyper-local voluntary and community groups and statutory and public sector partners.

How did we do this?

- We worked with Bridgend and Cwm Taf Public Service Boards to undertake a population well being assessment and engagement programme to underpin the next Wellbeing Plan
- We were on the advisory board developing the Third Sector Support Wales forward strategy and business plan.
- We held meetings with local Senedd members and Cabinet members to raise the profile of the third sector and to discuss the state and needs of the sector in Covid recovery.
- Together with fellow CVCs in Cwm Taf, we coordinated and co-hosted the Social Value Forum linked to the Regional Partnership Board.
- We worked with Cwm Taf Morgannwg Health Board to reconfigure mental health development and service user support across the region.
- We worked with Public Health Wales and Ethnic Youth support Team offering a specialist secondment post to support outreach with Black, Asian and Minority Ethnic



What did we achieve?

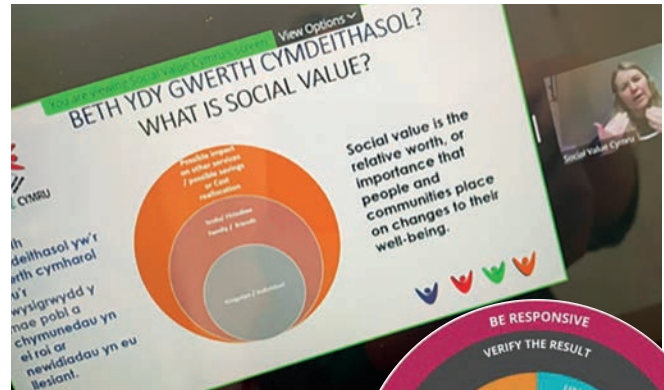
13 third sector forums and networks (and growing?)

93 stakeholder and partnership groups

380 people engaged in networks, forums and partnerships events

communities in an aim to improve vaccination equity and take up and thus improve health outcomes.

- We worked with BCBC and Alzheimer’s Society offering a specialist secondment post to support Dementia work, activities and opportunities for carers and family members in an aim to provide better understanding, and improve coping mechanisms for those struggling with diagnosis and/or caring responsibilities.
- Working with Mental Health groups and the health board to explore co-occurring issues and develop links with those with lived experience.
- Worked with Diverse Cymru to work through the cultural competency toolkit to help us improve and extend our reach into Black, Asian and Minority Ethnic and other diverse communities. Not only to make BAVO more aware and inclusive, but to help others do the same.
- Worked with GP clusters and integrated service teams, providing training and third sector connectivity to GP surgeries and supporting signposting to services through the Social prescribing/community navigator service.
- Partnered BCBC with the Bevan Exemplar ‘Super Agers’ regional programme. The



Superagers project’s ambition was to “empower” older adults to own and sustain a range of community activities and social prescribing opportunities which had a positive impact on their physical and mental health and wellbeing.



- We organised a consultation event on the Council’s budget setting which gave a voice to the sector and enabled them to feed in responses to proposals.
- We participated with the Syrian and Afghan Refugee support scheme, and participated in the early formation of the multi agency partnership supporting the Ukrainian crisis.
- We became members of the regional ‘Together for Mental Health Partnership Board’ to develop new models of working and a strategic direction for commissioning services across the region.
- We are working with the Public Service Board (PSB) and Co-Pro Cymru and have designated and trained co-pro champions in BAVO to support the next tranche of PSB engagement work.



“We learnt to work in partnerships with groups who shared the same ethos as us and were happy to support us, as we were them. Those who chose to work differently, we asked them to assist us in informing their members of our activities and we would do the same for them.”

Community Navigation and social prescribing

As an independent organisation we are ideally placed to provide impartial support and guidance to people who need help. With a specialist team covering the whole of the County, we are able to have ‘what matters’ conversations with people referred to us for help, and navigate them to the service or provision that best meets their needs. We inevitably rely on and use the fantastic resource in our third sector for this purpose.

The navigator service and the organisations they signpost to, isn't in isolation of our other work or projects. BAVO Development team provide ongoing support to these provider organisations, our funding service and grant streams provide investment and our Network builders connect them to each other, either by themes or geography. It's one big jigsaw that interconnects us all, is mutually beneficial and builds a resourceful and connected sector, and resilient communities.

What did we achieve?

- 1,285** individual cases supported
- 100%** of assessments delivered on time
- 190** third sector groups and partner organisations confident to support our referrals
- 784** food vouchers distributed
- 1,339** adults and children fed

What difference did we make?

- 98%** take up of support offered
- 99%** respondents were happy with the support received (WEMWB Scale)
- 94%** respondents felt the support had a positive impact

“I now go to 4 activities a week, and I know there is more out there if I want it. It makes me feel happy and not alone, I previously felt like the only person in world, but I've now met others in similar situation. I feel like coming out of a long dark tunnel and so feel more motivated to do things in the house.”

“I am so grateful to the Brokerage Officer and all his support in getting all this progression happening. I have seen a massive change in my father now he is managing his conditions much better.”

“They gave me the confidence by coming with me to the group - I wouldn't have been able to go without the Navigator. The way that she explained it there was no pressure and I could dip in and out gave me encouragement and confidence to dip my toes outside my front door.”

“This has given me more confidence. I now feel like I could get a taxi on my own which I would never have done before. The group has given me friends and I just feel like I have come out of the shell I was in. I still worry like everyone does but I'm living my life now and back to how I used to be and have something to look forward to every week.”

Parent of adult with LD: “I felt hopeless as a parent – I didn't know where to go to next. Felt knocked back. Since meeting the Navigator my son is more outgoing. Even the family has noticed. I feel like we are moving on and getting somewhere. He is now is outgoing and will communicate what he wants to do.”

Finance

Independent auditors' statement to the Trustees of the Bridgend Association of Voluntary Organisations (BAVO)

We have examined the summarised financial statements of the Bridgend Association of Voluntary Organisations (BAVO) for the year ended 31 March 2022.

Respective responsibilities of Trustees and auditors

The Trustees are responsible for preparing the summarised financial statements in accordance with the recommendations of the charities SORP.

Our responsibility is to report to you our opinion on the consistency of the summarised financial statements with the full financial statements and Trustees' Annual Report. We also read the other information contained in the summarised annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summarised financial statements.

Basis of opinion

Our examination involved agreeing the balances disclosed in the summarised financial statements to full annual financial statements. Our report on the charity's full annual financial statements describes the basis of our opinions on those financial statements and on the Trustees' report.

Opinion

In our opinion the summarised financial statements are consistent with the full financial statements and the Trustees' Annual Report of the Bridgend Association of Voluntary Organisations (BAVO) for the year ended 31 March 2022.

Bevan & Buckland

Ground Floor, Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Statement by Trustees

These summarised financial statements for the year ended 31 March 2022 are not the full statutory accounts of the association, but contain a summary of information extracted from the annual accounts relating to both the Statement of Financial Activities [SOFA] and the balance sheet.

These summarised financial statements may not contain sufficient information to allow for a full understanding of the financial affairs of the charity. For further information, the full financial statements and the Trustees' annual report should be consulted; copies of which can be obtained on application to BAVO.

The full financial statements have to be subject to external examination by an independent auditor and received an unqualified report.

The full report and financial statements were approved by the Trustees on 19 July 2022 and have been submitted to the Charity Commission and to the Registrar of Companies.

Bridgend Association of Voluntary Organisations (BAVO)

Balance Sheet

As at 31 March 2022

	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
FIXED ASSETS				
Tangible fixed assets	187,874	-	187,874	199,441
CURRENT ASSETS				
Debtors	140,904	-	140,904	43,003
Cash at bank and in hand	1,765,660	595,622	2,361,282	2,171,322
	1,906,564	595,622	2,502,186	2,214,325
CREDITORS				
Amounts falling due within one year	(281,242)	-	(281,242)	(204,682)
NET CURRENT ASSETS	1,625,322	595,622	2,220,944	2,009,643
TOTAL ASSETS LESS CURRENT LIABILITIES	1,813,196	595,622	2,408,818	2,209,084
NET ASSETS	1,813,196	595,622	2,408,818	2,209,084
FUNDS				
Unrestricted funds			1,813,196	1,606,330
Restricted funds			595,622	602,754
TOTAL FUNDS			2,408,818	2,209,084

Bridgend Association of Voluntary Organisations (BAVO)

Statement of Financial Activities

Year ended 31 March 2022

	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	70	100	170	1,034
Other trading activities	21,901	-	21,901	47,389
Investment income	671	-	671	1,628
Charitable activities	290,411	1,025,888	1,316,299	1,370,031
Other income	-	-	-	2,449
Total	313,053	1,025,988	1,339,041	1,422,531
EXPENDITURE ON				
Raising funds	-	-	-	2,905
Charitable activities	95,886	1,043,421	1,139,307	898,068
Total	95,886	1,043,421	1,139,307	900,973
NET INCOME	217,167	(17,433)	199,734	521,558
Transfers between funds	(10,301)	10,301	-	-
Net movement in funds	206,866	(7,132)	199,734	521,558
RECONCILIATION OF FUNDS				
Total funds brought forward	1,606,330	602,754	2,209,084	1,687,526
TOTAL FUNDS CARRIED FORWARD	1,813,196	595,622	2,408,818	2,209,084



BAVO would like to give a special thank you to all our third sector representatives who provide their time free of charge to attend strategic meetings and ensure a third sector voice is heard.

Thank you to all our members for their ongoing support, encouragement and engagement in very challenging times and for all they do in their communities.

We would also like to thank our funders:



Bridgend Association of Voluntary Organisations

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