

Introduction

Over the past six years, Cymorth has been proud to lead the homelessness and housing support sector through a time of significant challenge and change. We worked in close partnership with our members and the government during the pandemic, we secured historic increases in homelessness and housing support funding, we were at the forefront of work to better recognise, reward and support frontline workers, and we led work to ensure that experts by experience were at the heart of ground-breaking legislative change.

Every step of the way, we have been relentless in our campaigning efforts to improve policy, legislation and practice. We have been proud to work in partnership to achieve our aims, and we have always been willing to stand up for what is right, making our voices heard on the key issues affecting our members, frontline workers and the people they support.

The last Senedd term has delivered much to be proud of, with ground-breaking homelessness legislation, increases in housing support funding, and record-breaking investment in social housing. However, with nearly 11,000 people in temporary accommodation, 90,000 households on the social housing waiting list, and too many people living in institutions rather than homes, we still have so much more to fight for...



Looking to the future

As we look ahead to the next four years, Wales faces significant political change, with Senedd reform likely to deliver an influx of new politicians and a change in government. At Cymorth, we must be ready to inform and engage with a new generation of politicians who will have a critical role to play in shaping policy, legislative and funding decisions for the people of Wales.

One of the first items on the new government's agenda will be implementation of the ground-breaking Homelessness and Social Housing Allocation (Wales) Act. This is a huge challenge, but one that is vital if we are to deliver the ambition to end homelessness in Wales. Cymorth is committed to supporting the Welsh Government, our members, and other public services to make this legislation a living reality.

Alongside legislative change and the need for more social homes, we know that homelessness prevention and housing support services are critical to enabling everyone to have a safe place to call home. Whether it is helping someone out of homelessness, supporting them maintain a current tenancy, or enabling someone with a learning disability to live a fulfilled life in their community, these services change and save lives. Cymorth will continue to lead the campaign for increased funding to enable them to continue, as well as advocating for greater collaboration with other public services to reduce the inequalities facing marginalised groups.

Of course, all of this is impossible without our brilliant homelessness and housing support workforce. Over the last six years, we have campaigned for the Real Living Wage for social care workers, secured targeted funding increases for homelessness worker pay, and spearheaded a report that sets out a path to better recognition, reward and support for this vital workforce. We will continue to use our voice to urge the next Welsh Government to make this a reality.

We look forward to working with our members and partners on all of these issues, towards our aim of everyone in Wales having a safe place to call home and the right support to thrive in their communities.

Katie Dalton
Director

Sian Aldridge
Chair of the Board

About Cymorth Cymru

Cymorth Cymru is the representative body for providers of homelessness, housing and support services in Wales. We provide a strong voice for the sector, influencing the development and implementation of policy, legislation and practice that affects our members and the people they support.

Mission:

To work with our members, experts by experience and partners to improve policy, practice and funding to achieve our vision of a Wales where everyone has a safe place to call home and the support they need to thrive in their communities.

Vision:

A Wales where everyone has a safe place to call home and the support they need to thrive in their communities.

Values:

- **Compassionate:** We will place compassion, dignity and respect for people with lived experience and frontline workers at the heart of our work to improve policy, legislation and practice.
- **Collaborative:** We will develop trusting relationships with government, partners, frontline workers and experts by experience, working in partnership to have the greatest possible impact.
- **Courageous:** We will remain fiercely independent, using our voice to stand up to power and challenge decision makers to do all they can to ensure everyone has a safe place to call home.





Our strategic goals:



Influence and advocate

Cymorth will provide strong and credible leadership for the sector, challenging and supporting decision makers, while ensuring voices of experts by experience and frontline workers are central to our influencing work.

We will:

- Develop a strategy to engage with and inform new Members of the Senedd, and support our members to do the same.
- Continue to lead the campaign for increased, multi-year funding for homelessness and housing support services in the Welsh Government's budget.
- Work with our partners to secure sustainable funding for our members working in social care.
- Influence and inform the Welsh Government's work to implement the Homelessness and Social Housing Allocation (Wales) Act.
- Advocate for, and help to shape, a new Welsh Government Ending Homelessness Action Plan.
- Use our influence across other policy and public service areas to reduce inequalities and improve outcomes for marginalised groups, including in the area of inclusion health.



Strengthen and support

Cymorth will strengthen and support the sector to deliver high quality, person-centred and trauma-informed services, through the development and sharing of good practice, policy, and research from within Wales and internationally.

We will:

- Continue to advocate for improved recognition, reward and support of frontline homelessness and housing support workers.
- Conduct research, publish policy reports and share good practice from within and outside of Wales.
- Support the sector to implement the Homelessness and Social Housing Allocation (Wales) Act.
- Continue to promote psychologically-informed environments through the delivery of our PIE training and the Youth Experiential Learning Simulation.
- Continue to support the sector to transition to rapid rehousing and to expand Housing First, including the delivery of the Housing First Wales accreditation.
- Work with the Welsh Government and members to develop and embed the new Supported Housing Standards for Wales.



Connect and coordinate

Cymorth will provide dedicated spaces for members, frontline workers and experts by experience to connect with us, each other and decision makers, as well as ensuring our members are kept informed of key issues affecting the sector.

We will:

- Continue to run online and in-person events, working with partners such as the Welsh Government and Public Health Wales, connecting key stakeholders to shared priorities.
- Establish an Experts by Experience national forum, supporting experts by experience to use their voices to advocate for change.
- Continue to run our policy networks, including the Frontline Network Wales, providing a dedicated space for frontline workers to connect and share their views.
- Review our communications with members, partners and external audiences to ensure they remain connected to our work and informed of key sector issues.
- Connect with partners across the UK, Europe and internationally, promoting our work in Wales and gaining an understanding of international developments in policy, legislation and practice.



A strong and sustainable organisation

Key to achieving our strategic aims is ensuring that Cymorth remains sustainable and well-governed, as well as recruiting, and retaining people with the right values and skills.

We will:

- Deliver high quality work and provide value for money for our members and funders.
- Identify additional funding opportunities, but balance this with the need to maintain our core focus and existing priorities.
- Put values at the heart of our recruitment, alongside the right skills and competencies.
- Provide a supportive, inclusive and flexible workplace, alongside training and development opportunities and an employee wellbeing programme.
- Equip our board members with the right information and support to enable them to provide constructive challenge and support to our staff team.

