



Annual Report 2022

Enabling places where We're All Valued Equally

Registered Charity Number: 1190354. Trustees' Annual Report extract - Year to 30 June 2022 (full report on Charity Commission website)

As a new charity that is all about encouraging and enabling people with and without learning disabilities to mix, it was a relief to finally emerge from the crippling restrictions of lockdown this year!

The first half of this year was focused on capacity-building (most significantly, recruiting a paid part-time Director to our team) and resource development (launching WAVE in a Box). This put us in a strong position to start to grow our network of WAVEmakers in the second half of the year. It has been such an encouragement to see new WAVE groups beginning to flourish in their community, blessing not only those with and without learning disabilities who participate, but also the mixed ability team members who help to run these groups.

We are excited by the opportunities that are opening up to share our experience and resources more widely with churches of all denominations, other inclusion charities and community groups.

We are so grateful for the dedication and hard work of our team that has brought us through this uniquely challenging period and look forward to developing the emerging partnerships that are crucial to our aim of seeing more and more communities where we're all valued equally.



A handwritten signature in black ink that reads "Bernice Hardie".

**Bernice Hardie, Co-Founder,
WAVE for Change**



People with and without
learning disabilities



Working Together



To create more inclusive communities

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1. ABOUT WAVE:

WAVE stands for We're All Valued Equally. We want to see more places where people with and without learning disabilities can comfortably mix and enjoy each other's company as equals. Our approach is to do things **with not for** each other.

We have seen time and time again how genuinely inclusive places transform negative attitudes and experience around learning disability – both at the personal and community level.

Why our work is needed?

- Research shows that mixed-ability social interactions help to overcome anxiety and lack of confidence around people who are 'different' to us
- Most people currently have little or no experience of mixing with individuals of different abilities because there are few places in communities that make this easy to do - people with a learning disability can be as anxious about this as those without
- The majority of adults with and without learning disabilities are however open to the idea of joining in with mixed-ability activities – we need more places in communities that do this.



How our participants describe WAVE

What we do?

We connect, encourage and support those who want to start vibrant inclusive social and worship groups - where everyone is valued equally - in their communities.




People most likely to be aware of this need include individuals with learning disabilities, their family members, friends, teachers and other professionals who work in the area of disability, and community workers in places of worship. We aim to inspire others and help establish new WAVEmakers, working with interested people/organisations to help understand the needs of their community and identify ways to create all-inclusive groups. We offer them our learnings and practical tips/templates through our comprehensive 'WAVE in a Box' that is built from a decade of experience in running mixed-ability events at Muswell Hill. We also connect them with other existing/potential WAVEmakers to discuss their questions and concerns.



To make this easier, we offer our mixed-ability team to help run Taster events and WAVE in a Box (an online resource that condenses over a decade of experience into practical guidance and templates). Our mixed-ability teams work alongside potential 'WAVEmakers' to plan and execute initial 'Taster events' in their communities. We ensure that WAVEmakers are confident and “well armed” to continue building these mixed ability friendships in the long run. In addition we plan to organize WAVEmaker forums on a quarterly basis to connect potential and current WAVEmakers, and offer support on an ongoing basis.

2. OUR FOCUS THIS YEAR

This year, we set and achieved six key objectives:

		
<p>1. Launch WAVE IN A BOX</p>	<p>2. Establish new WAVEmakers</p>	<p>3. Establish impact monitoring for new WAVE groups</p>
<p>We developed WAVE in Box by collating the resources and experience gathered over the past 12 years of working in Muswell Hill.</p> <p>We shared a draft concept with a selection of our members at a feedback session in September 2021 and refined the final design with other inclusion practitioners and supporters at a workshop in March 2022, hosted at City Lit in Central London. An estimated 1 in 3 of the 90 participants across the afternoon workshop and evening exhibition (co-led by a mixed ability team) first heard about the work of WAVE.</p> <p>We launched WAVE in a Box in June 2022 and the response to it has been encouragingly positive.</p>	<p>We worked with two pilot locations (WAVE Little Ilford and The Haven in Crouch End) to identify how best to support the needs of those wanting to start a new inclusive community group.</p> <p>We further raised awareness of our ethos and approach via a number of platforms (e.g. Sunday Assembly London; Care Quality Commission staff conference; Inclusive Church conference) social and specialist media.</p> <p>Our mixed ability team ran our first WAVE Taster Event in St. Neot's in March (a Pop-Up Arts café).</p> <p>We launched and ran our first WAVEmaker Forum</p>	<p>We worked with the Open University to develop an accessible impact tracker tool using RIX Easy Survey software.</p> <p>The tracker tool was designed by a mixed ability research team, in line with our core ethos.</p> <p>The tracker gathers qualitative and quantitative data on levels of engagement; enjoyment; mixed-ability interaction and sense of belonging at WAVE groups and activities.</p> <p>This data will provide evidence of the impact of our approach and show the benefits of adopting it in more settings.</p>



4. Broaden our fundraising sources

5. Strengthen our team

6. Recruit our first Patron

In December 2021, we took part in the Big Give Christmas Challenge and **attracted 6 new major donors** as a result.

We are particularly pleased to have secured some significant grant funding for the first time this year from the Postcode Society and the RTR Foundation. In addition, we **secured our first multi-year grant award.**

Anoushka Bonwick joined us as Director to lead the operations of the charity and the development of WAVE in a Box.

We said goodbye to Nicole Bator and hello to **Carolyn Jarvis, the new Operations Coordinator.** We'd like to thank Nicole for her hard work and invaluable contribution to establishing reliable systems and processes for our charity.

In March 2022, **Bishop Sarah joined us as WAVE Patron.**

She said: "I'm excited to become the first Patron of WAVE for Change, championing for inclusion and helping people with and without learning disabilities to feel more valued in their community."

We're really excited to have Bishop Sarah's support

3. OUR REACH AND IMPACT



15 participants (9 were new contacts) joined our first **WAVEmaker Forum** for mutual encouragement, learning and sharing of insights from running their inclusive groups. We created a supportive environment for group leaders - some already actively running inclusive groups and others exploring possibilities. Participants were able to share their challenges and success stories, ask questions and problem-solve together. The feedback received helped us to better shape the format and content of subsequent forum sessions. We have a WAVEmaker agreement, the next step is to encourage forum participants to commit to working with us to promote more widely our all-valued equally ethos and adhere to our With Not For approach in the activities that they run.

I was made aware of people I might connect with, ask for advice from, or collaborate with in future

Being connected with others who share my passion

I was encouraged that there are lots of others asking the same questions, and that together, we stand a better chance of finding some better answers



Our team have encouraged and enabled new contacts to start inclusive activities this year, involving over **35 volunteers a month (13 with a learning disability)**, giving **150+ individuals (with and without learning disabilities)** the opportunity to make new connections and friendships in over **30 inclusive group sessions/activities** and **2 “one-off” celebration events**:



Alex met with us for guidance and encouragement. ***“It was so wonderful to come to Wave Cafe and meet you all. The food was delicious and the atmosphere incredible. I walked out with a spring in my step and a huge smile on my face!”*** She went on to start Together Space (a Pop-Up Café for learning-disabled and neurotypical families to socialise, learn & play together) in Walthamstow.



Alice and Alison saw WAVE featured on Songs of Praise and immediately contacted our team to find out more. Both have extensive professional and personal experience in the world of learning disability but were unsure of how to structure and plan the inclusive worship meetings that they wanted to become part of their work at Hopeful Futures. ***“WAVE has made it SO easy for us to get started. It has been such a joy. One of the families coming said that they have been waiting for something as inclusive as this for 20 years!”*** Alison Orphan, WAVE Little Ilford

Gerry was inspired by WAVE’s story. He worked with Andriana to start The Haven in Crouch End. ***“Being part of The Haven has been such a lovely thing - it has made a difference to ME - feels like family. My own child is not masking when she comes here in the holidays - she's comfortable, can just be herself - those moments are so magical for us as a family - makes the effort I put into the Haven worthwhile. Sometimes I'm sleep deprived but I still go and open those doors and can talk to others who are also sleep deprived!”*** Andriana Orphanides



Sue had experienced WAVE in Muswell Hill before moving to St. Neot’s. Being acutely aware of the need for inclusive places in her new church and community, she invited WAVE to help encourage and recruit a team to work with her. ***“Thank you for all your help – you pitched it just right for the team to get the importance of With Not For and I think they feel able to do this now!”*** The Taster event that the team of 12 ran attracted over 50 participants (15 of whom had a learning disability). The event received great feedback from participants. Sue and her team are now planning to run regular Pop-Up Café Church events.

4. THANKS TO OUR SUPPORTERS



Donors and Funders

We are grateful to the small but loyal number of personal donors who have regularly contributed to our work and to those who felt moved to support us with generous ad-hoc donations this year.

As our core costs have increased significantly with the appointment of paid staff members, the gap between donations and regular out-goings has widened. We have started to make progress to plug this gap with grants and fundraising campaigns.

Most notably this year, we raised £7,800 via the Big Give. We are grateful to the donors and pledgers who participated.



Gifts of time, space and talent appreciated

- Branding agency Re's pro-bono work to create a distinct logo for our charity that is both bold and simple. The waving hand logo reinforces our name and also conveys our core aim of building connection and friendships.
- The Cinnamon Network's two-year Incubator Programme (with an estimated value of £20k) has provided invaluable training and mentoring - shaping and refining our plans for WAVE's replication through churches.
- City Lit's provision of venue space for the WAVE in a Box workshop and the contribution of their mixed ability orchestra to our launch event raised the profile and appeal of this work.
- Mark Harrison's generous donation of time and experience in creating accessible filmed content for our new website.

5. OUR PLANS FOR 2023

We have set the following objectives for 2023:

- Continue to **build awareness and collect impact data** on the effectiveness of WAVE for Change's "Valued Equally" ethos and "With Not For" approach **via a wider range of platforms, partnerships and "mixed ability team run" events**
- Help set up and establish at least **5 new WAVE** worship and/or social groups that will work with mixed ability teams in their local community
- We will run quarterly forums to continually support existing and new WAVEmakers
- Strengthen our team by **recruiting a Chief Executive** to succeed our Co-Founder in leading WAVE for Change through the next phase of its growth
- **Increase grant funding and corporate sponsorship/crowdfunding of our inclusive community events** to ensure financial sustainability. We will also develop ideas for fundraising campaigns that encourage mixed-ability engagement
- Have **more fun!**



CONSTITUTION

The object of the CIO, which is to be carried out within a Christian ethos, working inclusively with those of all faiths or none, is: To promote equality and diversity for the public benefit, in such geographical areas as the trustees shall determine, by working with people with and without learning disabilities to reduce discrimination based on abilities and foster an environment in which social places are genuinely inclusive and accessible to all, in particular, but not exclusively by:

1. Raising awareness among the general public of the need to equally value people of all abilities
2. Promoting inclusivity through the establishment of inclusive and accessible mixed-ability worship and social gatherings (which will reduce social segregation/isolation and build friendships, whether undertaken digitally or in person)
3. Promoting the establishment of inclusive and accessible mixed-ability social groups that co-create community-based activities where people with and without learning disabilities are encouraged to do things with and not for each other
4. Providing advice and support (based on the charity's own research) to organisations and individuals seeking to develop inclusive and accessible mixed-ability groups and activities.

WAVE FOR THEORY OF CHANGE

OUR THEORY OF CHANGE IS A VISUAL REPRESENTATION OF WHAT WE DO AND AIM TO ACHIEVE.

By mapping this out, we can identify all our activities and the people we reach.
Our ToC shows how our work impacts on individuals, communities and wider society.

<p>In this ToC</p> <p>WAVE'S ACTIVITIES</p> <p>include</p>	<p>Raising awareness of the (personal and community) issues that arise through social segregation and of our All Valued Equally ethos</p> <p>Working with mixed-ability teams to demonstrate our With Not For approach at WAVE taster events</p> <p>Sharing our stories and impact to motivate potential Wavemakers and supporters</p> <p>Enabling committed Wavemakers to set up new inclusive initiatives more easily</p>
<p>In this ToC</p> <p>WAVE'S OUTPUTS</p> <p>include</p>	<p>Wider engagement with/appreciation of the All Valued Equally ethos and With Not For approach</p> <p>Mutual understanding and confidence grows through enjoyable social interactions</p> <p>More empowered, better-equipped Wavemakers.</p> <p>More genuinely inclusive activities in more places.</p>
<p>In this ToC</p> <p>WAVE'S OUTCOMES</p> <p>include</p>	<p>Less social segregation</p> <p>More enjoyable and safe mixed-ability events and activities</p> <p>More people with learning disabilities contributing to community life/having sense of belonging</p> <p>Fewer people without learning disabilities ignoring/misunderstanding/avoiding those with LD.</p>
<p>In this ToC</p> <p>WAVE'S IMPACT</p> <p>includes</p>	<p>More social connection between people with and without learning disabilities in community</p> <p>More mixed-ability friendships</p> <p>Less ignorance/anxiety/stigma around learning disability</p> <p>Greater appreciation and commitment to community centred approaches</p>

**WE VALUE ALL
EQUALLY**

Starting in faith and love,
we are open to everyone.

WE ARE INCLUSIVE

We remove barriers so
everyone can understand
and join in. We protect
the vulnerable among us.

**SHIFTING BEHAVIOUR
SHIFTS ATTITUDES**

We don't focus on education
or campaigning - we
change expectations
by having fun together.

WITH AND NOT FOR

We participate together on
an equal footing - not as
'beneficiaries' or 'service
users' or 'volunteers'.

OUR VISION IS OF **INCLUSIVE 'MIXED-ABILITY' COMMUNITIES**,
WHERE WE **EXPERIENCE LIFE TOGETHER** AND ARE **ALL VALUED EQUALLY**.

WHY? Social segregation between people with and without learning disabilities leads to anxiety, fear and prejudice, limited social possibilities, and social isolation. Not everyone has the choice or opportunity to join in community life fully.

