

Working for Learning Disability Wales



Learning Disability Wales,
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**We want Wales
to be the best
country in the world
for people with a
learning disability
to live, learn
and work**

Message from our Chief Executive Officer



Thank you for your interest in our new posts available at Learning Disability Wales.

Our fundamental commitment is to support people with a learning disability and/or autism to lead valued lives.

We do this in many ways, including and especially:

- listening to and learning from our members
- lobbying and contributing to policy
- disseminating best practice
- project innovation in partnership with others.

Our current priority areas outlined in our strategy are:

- Education
- Health
- Employment

We hope you are interested in joining our small, strong and mutually supportive staff team who are committed to making a difference.

We look forward to receiving your application.

Zoe Richards
Chief Executive Officer
Learning Disability Wales
Uses pronouns she/her

About Learning Disability Wales

Learning Disability Wales was created in 1983. We are a national charity, recognised as the combined voice of learning disability in Wales, bringing together people with a learning disability themselves, family carers and third sector providers.

We work in partnership with a wide range of public authorities, agencies and other non-governmental organisations.

We want Wales to be the best country in the world for people with a learning disability to live, learn and work

Our Values

Our values are based on a belief that we are all born with equal rights We believe that as a child, young person or adult with a learning disability you have a right to:

- Be valued and respected
- Have a meaningful life
- Be able to learn, develop and have access to meaningful education and training throughout life
- Be seen, heard, included and have a voice
- Be in control of your life

- Have friendships, relationships and a social life
- Work
- Be a contributing citizen.

These values are underpinned by the UN Convention and Declaration on the Rights of the Child and the UN Convention on the Rights of Persons with Disabilities.

Our aims support our vision of Wales becoming the best country in the world for people with a learning disability to live, learn and work . We want:

- An inclusive education system that people with a learning disability feel part of.
- A workforce that includes people with a learning disability.
- A society that includes, values and respects people with a learning disability.
- Laws, policy and practice that are co-produced by people with a learning disability.
- People with a learning disability have a voice and contribute to issues that affect them.

Our projects, project partners and funders

21st Century People

The 21st Century People project, funded by Welsh Government, celebrates people with a learning disability as creators, contributors and citizens of Wales and challenge the idea that people with a learning disability are only users of services and/or dependants on others.

The project will deliver 4 themes:

- 21st Century Families
- 21st Century Voices
- Healthy 21st Century People
- Living in the 21st Century

Together with our existing networks and partners, mainstream organisations and change-makers both within and outside of the world of disability – we will work to make Wales the best country in the world for people with a learning disability to live, learn and work.

Engage to Change

Engage to Change works with 800 employers to help 1,000 young people aged 16-24 with a learning disability and/or autism to develop their employment skills through paid work placements. To deliver the project across Wales we are

working in partnership with - Agoriad Cyf, Cardiff University and ELITE Supported Employment Agency.

Engage to Change is funded by The National Lottery Community Fund in partnership with Welsh Government.

Gig Buddies

Gig Buddies is a befriending scheme that matches people with a learning disability and/or autism with volunteers who share the same interests, so they can go to gigs and events together.

We have projects in both North and South Wales funded by First Choice Housing Association, the North Wales Transformation Fund and Lloyds TSB.

Easy Read Wales

Easy Read Wales is self-funded and has been helping people put information into Easy Read for people with a learning disability for 18 years. This includes documents, websites, consultations, policies, guides, posters, videos and leaflets. We also help others develop Easy Read skills by providing our free guide 'Clear and Easy' and offering 2 levels of training courses on making information accessible.

More recently we have ensured that people with a learning disability have up to date and accessible information about Covid-19.

An important part of our work is connecting through the Learning Disability Consortium. Learning Disability Wales coordinate the Consortium to ensure a strong voice that is representative of stakeholders is acknowledged within Wales.

Consortium members are:

- All Wales Parents and Carers Forum
- All Wales People First
- Cymorth Cymru
- Downs Syndrome Association
- Learning Disability Wales
- MENCAP Cymru



Our staff team 2022

Policy and Communications

Kai Jones
Communications
Officer

Grace Krause
Policy Officer

Samantha
Williams
Policy and
Communications
Manager

Taylor Florence
Trainee
Communications
Assistant

Training and Events

Simon Rose
Events and
Networks
Manager

Inacia
Rodrigues
Events and
Networks
Coordinator

Easy Read Wales

Laura Griffiths
Senior Accessible
Communications
Officer

Inacia Rodrigues
Accessible
Communications
Officer

Julie Jones
Accessible
Communications
Officer

NEW
Accessible
Communications
Officer

Zoe Richards
Chief Executive
Officer

Engage to Change

Angela
Kenvyn
Engage to
Change
Manager

Geraint Jones-
Griffiths
Ambassador

Sophie
Williams
Engage to
Change
Communications
Officer

HR and Finance

Zhanar
Tabeyeva
Senior
Finance
Officer

Joanne
Moore
HR &
Governance
Manager

Projects

Karen
Warner
Innovation
Manager

Kylie Smith
Gig Buddies
Project
Coordinator
South Wales

Rachel
Somerville
Gig Buddies
Coordinator
North Wales

Kai Jones
Gig Buddies
Project
Coordinator
South Wales

Danielle Wagstaff
Administration and
Communications
Coordinator

Heather Graham
Gig Buddies
Coordinator
North Wales

Support Team

NEW
Membership,
Events and
Engagement
Coordinator

NEW
Finance
Administrator

NEW
Administrative
Support
Coordinator

NEW
Office
Cleaner

What Learning Disability Wales offers you

We are an organisation that strives to ensure our culture, policies and practice reflect that we continue to work towards being a modern, fair, equal and inclusive employer.

Employee Wellbeing: Learning Disability Wales aims to support employees balance work and family life. We offer a number of family friendly policies and flexible working practices to promote this.

Workplace and culture: Learning Disability Wales's team are committed and passionate about the work we do. All staff are valued and supported in their work. You will have regular support and direction from your manager so you can do your job well and develop your skills.

We offer a Hybrid working model, another flexible practice that gives you the option to split your time between working at the office, your home and other settings as deemed appropriate.

Annual Leave: We have a generous annual leave entitlement of 25 days annual leave plus statutory bank holidays. An additional days annual leave is accrued for each year of service up to a maximum of 28 days per annum.

Pension: Learning Disability Wales operates a group pension scheme with Scottish Widows. We will contribute 7.5% as long as you contribute a minimum of 0.5% or more if you wish.

Probationary period: We will support you with a full induction. Your probationary period is 3 months.

Equipment: Appropriate equipment will be provided for business use so that you can work flexibly.

Workforce values



Kindness and respect

What we do

- Show empathy
- Be non-judgemental
- Listen
- Offer support
- Read other's one-page profiles
- Give people space and time
- Be honest
- Respect feelings
- Don't interrupt people in discussions
- Agree to disagree sometimes



Inclusive and fair

What we do

- Understand what being inclusive looks like
- Be prepared to adapt
- Don't make assumptions about each other
- Always check our actions and be happy to be checked by someone else
- Take time to read other's one-page profiles



Approachable, friendly, and professional

What we do

- Be professional
- Be friendly
- Smile when greeting people. Even if it is by telephone people will feel the smile
- Learn about our stakeholders, members, and their organisations
- Find a genuine interest in those we work with



Transparency, openness, and honesty

What we do

- Accept that we make mistakes and enjoy the opportunity to put things right
- Be solution focussed
- Be honest
- Be trustworthy
- Be conscientious of over sharing and how much people feel in sharing themselves. Don't gossip.



Kindness and respect

What we see

- Happy colleagues
- No cliques
- Staff working together
- Reduced staff sickness
- Reduced staff turnover
- High levels of interest in working for us
- Diverse workforce
- Reputation as a good employer and partner organisation
- No bullying



Inclusive and fair

What we see

- Different ways of working
- More accessible workplace
- Change in approach and perceptions
- We are asset-based and person-centred
- approach (people focused not systems focussed)



Approachable, friendly, and professional

What we see

- Interdependency
- Progressive organisation
- Understanding of the boundaries
- Learning from each other



Transparency, openness, and honesty

What we see

- Confident staff teams
- Respected people and organisation
- Organisational growth
- More partnership working



Kindness and respect

How we feel

- Safe
- Comfortable
- Happy
- Positive
- Productive
- Included, equal and part of a team
- Valued
- Listened to
- Confident
- Motivated



Inclusive and fair

How we feel

- Happy
- Valued
- Included
- Equal opportunities
- Our voice is heard and opinions valued
- Motivated
- Increased knowledge and understanding of others eg other cultures, religions etc



Approachable, friendly, and professional

How we feel

- Comfortable
- Familiar
- Safe
- Open
- Trusted
- Relaxed
- Welcoming
- A culture of community
- We can rely on each other



Transparency, openness, and honesty

How we feel

- Valued
- Happy and relaxed
- Part of a community
- Confident

Testimonials

“I feel proud to be working for an organisation with such strong values that is making a positive difference to people’s lives. I love working with such a supportive, talented and passionate group of people.”

“I like working for Learning Disability Wales because we have a team here that treats each other with support and kindness. I have also found LDW a really great employer when it comes to concrete support about things like taking care of my mental health, reasonable adjustments and generally creating a working environment that fits individual worker’s needs.”

“I would definitely say the supportive and passionate team comes across really strongly. And the sense that everyone is committed to doing what they’re doing and genuinely working towards making a difference.”

“Learning Disability Wales values its employees, and I am proud to be an integral part of ensuring our culture, policies and working practice reflect that we continue to work towards being a fair, equal and inclusive employer.”

How to apply

You can find the application pack on our website at www.ldw.org.uk.

Please submit your application online.

If you would like to discuss the positions in more detail please email Zoe Richards, CEO, Learning Disability Wales: zoe.richards@ldw.org.uk.

Learning Disability Wales is an equal opportunities employer and is committed to promoting equality and diversity throughout Wales.

We welcome candidates from across Wales and from people who may experience racism and people with relevant lived experience.

We guarantee an interview to disabled candidates who meet the essential criteria.