

ewmpas

Making positive change happen

Annual impact report
2024-25



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This year has been another one defined by constant change, both within Cwmpas and in the world around us. Political shifts, future funding uncertainty and the rapid pace of technological change have brought fresh challenges and opportunities, whilst internal changes have required us to be flexible and agile in our response.

Over the past year, thanks to the dedication of our team and the strength of our partnerships, we increased awareness of the pressing need for a fairer, greener economy and a more equal society.



Through a series of events and conferences, we have connected with communities, partners, and policymakers, creating space to discuss the complex and multiple challenges facing communities, and the solutions that can make a difference.

Our range of impactful programmes across Wales have helped to address the unique needs and challenges faced by different communities. Social Business Wales has continued to provide support to emerging and growing social ventures, while Digital Communities Wales has helped to ensure digital inclusion across the country. We have supported community-led housing and care initiatives, and provided early-stage support in Welsh language communities with high density of second homes. Working in partnership, we continued to support the social sector to develop, fostering leadership through Social Leaders Cymru, and increasing digital capacity. We delivered high-impact consultancy services, with a focus on embedding social value, collaboration, and innovation.

We were successful in securing new investment to expand our impact, including Welsh Government funding for a young people's social entrepreneurship programme, and specialist support for private sector businesses transitioning to new models under the eliminating profit from care reform.

Looking ahead, like many others, we continue to navigate uncertainty with a focus on where opportunities lie to deliver further impactful change at a time when people and communities need it most. We are beginning to fully understand and harness the potential of AI with a human centred approach and remain committed to adapting effectively and continuing to deliver meaningful impact.

If you share our vision for a fairer, greener economy and a more equal society, we want to connect with you. Whether you are interested in partnering with us, funding our work, or learning more about what we do, there are lots of ways you can get involved and support us. Together, we can make positive change happen.

Bethan Webber

**Chief Executive
Cwmpas**

Who we are

Cwmpas works within communities across Wales to help build a fairer, greener economy and a more equal society.

As a co-operative, we believe our economy and society should work differently to tackle poverty and inequality with more businesses using their profit for good and all communities feeling empowered to shape their own future.

We promote social enterprise and cooperative solutions and support communities, businesses and public services to improve and innovate by offering expert business advice, social business support, digital inclusion, community-led housing and care solutions and a range of learning, development and consultancy services.

Our work focusses on three core goals:

- Creating a fairer greener economy
- Building a more equal society
- Driving positive change

Our values reflect who we are and how we work:



The Well-being of Future Generations Act

Our work is closely aligned with the principles and goals of the Well-being of Future Generations (Wales) Act, which aims to improve the social, economic, environmental, and cultural well-being of Wales. By embedding sustainability, inclusion, and long-term thinking into everything we do, we contribute to the creation of a fairer, more resilient society for current and future generations.

Throughout this report, we have used the corresponding symbols to highlight how our work actively supports the Act's seven well-being goals, demonstrating our commitment to shaping a Wales that is healthier, more equal, and globally responsible - now and for the future.



**A prosperous
Wales**

**A resilient
Wales**

**A more
equal
Wales**

**A healthier
Wales**

**A Wales of
more
cohesive
communities**

**A Wales of
vibrant culture
and thriving
Welsh
language**

**A globally
responsible
Wales**

Our year in numbers



£6,991,870

turnover generated through contracted and grant income.



113

new social enterprises supported with incorporation.



458

social enterprises provided with business advice support.



10

privately owned businesses supported to successfully transition to employee-owned businesses.



100

social businesses supported to advance their sustainable development goals.



£1,582,706

raised through community share schemes.



7

groups and organisations assisted to develop community share schemes.



94

social businesses provided with EDI support to help build more inclusive, equitable, and diverse workplaces for.



68,461

people supported to get online through Digital Communities Wales.



1,674

staff or volunteers trained by Digital Communities Wales to gain digital skills.



£156,961

awarded to groups supporting Welsh speaking communities to fast track their social enterprise, co-op and housing ideas.



318

homes are in the community led housing pipeline.



47

groups and organisations were assisted to progress their Community Led Housing projects.



561

people engaged in our social hackathon events



86%

of staff said they would recommend Cwmpas as a great place to work.



82%

of staff said they were proud to work for Cwmpas.

Creating a fairer, greener economy

Through expert business advice, social business support, and the promotion of community or employee ownership, we are working to create a future where more businesses use their profit for good and communities can thrive through increased employment opportunities and local wealth.



Growing the Welsh social enterprise sector



Social Business Wales, funded by Welsh Government and delivered by our team of expert advisors, provides tailored support to social enterprises at every stage of their development, from start-up through to growth, empowering them to strengthen both their economic and social impact.

Over the past year, Social Business Wales has continued to play a critical role in fostering a fairer, greener, and more inclusive economy in Wales. Through our dedicated enterprise support, we have empowered social businesses to thrive, innovate, and lead change in their communities.

We supported the successful incorporation of 113 new social enterprises, helping to grow Wales' purpose-driven economy and create new opportunities for inclusive economic participation.

In response to the climate and nature emergencies, we have also delivered targeted support to help 100 social businesses to accelerate their sustainability ambitions, providing practical guidance on environmental policy, climate resilience, and the integration of sustainable practices into day-to-day operations.

We have also delivered dedicated equality, diversity and inclusion (EDI) support to 94 social businesses. This work supported the development of inclusive governance structures, equitable policies, and stronger community engagement, helping to drive meaningful change and promote social justice across the sector.

Supported

458

social
enterprises

C

Supporting young care leavers

Our social impact value score gives a good indication of the economic and social impact that Sunflower Lounge brings, and how valued and needed it is to our little tribe, and to Wales.

From a traumatic childhood, Helen Davies overcame imposter syndrome and self-doubt to create Sunflower Lounge, a safe space for young people estranged from their families and care leavers.

Sunflower Lounge is a social enterprise in Neath which nurtures care experienced young people, care leavers and young people estranged from their families. Many of the care experienced young people Helen works with faced really tough times as they transitioned out of care during Covid, often being housed in areas they didn't know, with little or no support system and few skills to help them live independently.

Having faced mental health challenges, loneliness, and isolation while sofa surfing and struggling to survive, these young people have found the Sunflower Lounge to be an essential lifeline.

Cwmpas has supported Helen and Sunflower Lounge in various business areas: from advice on setting up and running a social enterprise, to support with funding applications, advice on digital inclusion, and support from the Cwmpas 'Communities Creating Homes' team.

Through our support, Helen learned how to measure the value of social impact at a Cwmpas event held in Bridgend, and she has calculated Sunflower Lounge's social impact value at a huge £25.93 for every £1 invested.



Safeguarding business futures



Through the Welsh Government-funded Social Business Wales programme, our Employee Ownership (EO) team provides expert, tailored support to business owners exploring succession through employee ownership. Delivered by a team of experienced consultants, this support helps safeguard jobs, retain local wealth, and secure the long-term future of businesses across Wales.

Employee ownership is a proven succession strategy that delivers strong commercial benefits while protecting the long-term interests of the business.

Unlike selling to a competitor or external buyer, which can lead to job losses, brand dilution, or major operational changes, transitioning to employee ownership offers a values-led alternative. It secures the legacy of the outgoing owner, empowers employees, and helps ensure business continuity and resilience for the future.

Supported

10

businesses
into EO

Over the past year, our team has continued to champion Employee Ownership (EO) as a powerful and practical succession option in Wales. This work has generated 70 new enquiries and enabled our consultants to support over 50 businesses on their EO journey. As a result, 10 businesses successfully transitioned to employee ownership, with more in progress for the year ahead. Through our EO support, we have helped to safeguard 260 jobs, sustaining livelihoods that are vital to both local communities and the wider Welsh economy.



“Cwmpas have advised and steered us every step of the way in setting up Archway Veterinary Centre as an employee owned business, to hold shares on behalf of current and future employees and ensure the future of the practice is in safe hands.”

Securing futures and staying true to values

“We all get a piece of the action and can really feel like we’re part of something special. With everyone pulling in the same direction, we can share the success and have a say in how things are run.”

Gwasg Pia, a Cwmbran-based accessible print company, has always operated with a strong social mission. Set up as a typesetting business designing and producing printing plates, Gwasg Pia changed direction to publish a braille handbook for a BBC Radio 4 programme, and later developed Braille Maker, the UK’s leading braille translation software.

Owner Sharon Williams decided that securing the company’s future lay in becoming employee owned; a return to its roots in the cooperative movement. At 53, and with no plans to leave the business, she was keen to ensure the transition into employee ownership was properly cemented before looking to reduce her working hours or towards retirement, which she didn’t foresee happening for many years to come.

Pia was supported throughout the process by the Employee Ownership team at Cwmpas, who guided Sharon and the staff at Pia through the change of business structure and importantly on the change of mindset and approach needed in becoming employee-owners.

The shift to employee ownership has secured the business's future by protecting jobs and empowering employees, all while staying true to their core values of leading by example and contributing to society.



Providing localised, business support



With funding from the UK Government's Shared Prosperity Fund (UKSPF), Cwmpas was commissioned by seven local authorities (Caerphilly, Gwynedd, Isle of Anglesey, Powys, Ceredigion, Carmarthenshire, and Pembrokeshire) to deliver tailored business support under the "Supporting Local Business" investment priority.

Our support, delivered in alignment with local strategies and in close collaboration with community groups and business networks, ensured that the funding addressed local priorities and contributed to long-term economic resilience.

Our team has provided targeted, place-based interventions to social businesses across these diverse areas, helping to stimulate enterprise, foster innovation, and strengthen economic resilience in both rural and urban communities focussing on the following key areas:

Prior to meeting you we were at a loss on how to move forwards. Now we are confident that, with your support, we can succeed and continue to support our communities as it was intended.

Enterprise and Start-Ups

We provided focused support for new and growing businesses, particularly in Ceredigion, Powys, and Carmarthenshire, regions where micro-businesses play a crucial role in the local economy. Our pre-start guidance helped nurture entrepreneurship and unlock local potential.

Rural and Coastal Enterprises

In Pembrokeshire, Gwynedd, Anglesey, and Carmarthenshire, we worked with businesses in vital sectors such as tourism, agriculture, food, and marine industries, strengthening the backbone of these rural and coastal economies.

Town Centre Regeneration

In Caerphilly and Carmarthenshire, we supported creative industries, independent retailers, and community-led enterprises to help breathe new life into local high streets and stimulate town centre renewal.

Equity, Diversity, Inclusion (EDI) and Sustainability

Across all seven local authority areas, we delivered support to help businesses embed equity, diversity, and inclusion in their operations, alongside practical advice on improving energy efficiency and environmental sustainability.

Social Enterprise and the Foundational Economy

We provided dedicated support to social enterprises operating in foundational sectors such as care, food, and housing, particularly in Ceredigion, Powys, Caerphilly, and Carmarthenshire, helping to build stronger, more resilient local economies.

A lifeline in the heart of the community

The support from the UKSPF has been a huge help, getting us from charity status to social enterprise. We desperately needed support to make sure we were on top of governance issues.

Borth, located seven miles north of Aberystwyth, faces unique challenges. The area is off-grid with no access to mains gas, leading to higher living costs due to fuel and food transportation. Many residents are older, and some live without close family nearby, increasing feelings of isolation.

Founded in 2007, Borth Community Hub provides inclusive services that promote health, wellbeing, and connection across all age groups. Its 'pay as you feel' café welcomes everyone, regardless of ability to pay. A family centre, youth club, and activities for older people ensure all generations feel seen, supported, and valued. The men's shed is a welcoming space to meet, talk, and learn.

With support from UK Shared Prosperity Fund (UKSPF), Cwmpas helped the Hub transition from charity to social enterprise status, ensuring its long-term sustainability. Cwmpas also advised on sourcing sustainable funding and helped develop core policies including HR, staff training, Welsh language, flexible working, and an equality and diversity strategy.

The Hub plays a key role in building skills and confidence. It provides work experience for students from Coleg Ceredigion and local schools. One volunteer, previously long-term unemployed, began attending the men's shed, started volunteering, and is now in paid employment.



Community ownership in action



For communities facing economic challenges and social change, Cwmpas's end-to-end community shares support helps to bring people together to take collective ownership, enabling them to shape their own futures, respond to local needs, and invest in the things that matter most to them.

Over the past year, our business consultants have been working closely with groups to deliver a complete service, from the first spark of an idea to full incorporation. This support includes community engagement, drafting essential documents, launching the offer, and providing ongoing support long after the launch.

A powerful example of our support in helping communities to reclaim vital assets is the story of Clynfyw Care Farm CIC in the village of Abercych, Pembrokeshire. Since its establishment in 2011, the Care Farm has provided a safe and supportive environment for vulnerable individuals. However, its long-term future was at risk, as the land it operated on was leased from a local family, creating uncertainty around its sustainability.

To secure its future, Clynfyw CBS was created to raise funds to buy the land and keep it as a community asset. This would make CBS the ethical landlord, leasing the land back to the Care Farm. Out of this uncertainty came the idea of setting up Clynfyw CBS to raise the funds to purchase the land and hold the land for the community in perpetuity. The CBS would then act as an ethical landlord and lease the land to The Care Farm.

After years of planning, a community share offer was launched and closed in May 2024, raising £367,450. Clynfyw also secured grants from The Community Ownership Fund and Welsh Government. In March 2025, they completed the land purchase. Now, Clynfyw CBS is the Ethical Landlord, protecting the Care Farm's mission to support vulnerable individuals.



Building a more equal society

Our digital inclusion, community-led housing and preventative care services help to reduce health and financial inequality, combat loneliness and isolation, improve health and wellbeing and empower communities to shape their own future and access the services they need.



Empowering communities through digital inclusion



Over the past six years, Digital Communities Wales (DCW), a Welsh Government-funded programme delivered in partnership with Good Things Foundation, has helped to reduce digital exclusion and build digital confidence across Wales.

DCW has supported digital inclusion across key sectors including health, social care, social housing, older people, ethnic minority communities, and Gypsy, Roma, and Traveller communities. Through partnering with local and national organisations, DCW has helped frontline staff and volunteers gain the skills needed to support people facing digital barriers.

We offer a range of free services designed to build digital confidence and capacity. These include tailored consultations, in-depth digital skills audits, training for staff and volunteers, Digital Champions programmes, and the loan of digital devices such as tablets, laptops, MiFi units, and smart technology.

DCW also promotes best practice through the Digital Inclusion Charter for Wales and drives collective action via Digital Inclusion Alliance Wales, a network of over 100 organisations committed to making Wales digitally inclusive.

Supported
68,461
people
supported
to get online
through
DCW

C

Tailored digital support

It is not just about providing devices or internet access but also empowering individuals to engage with digital technology safely, confidently, and in a way that enhances their quality of life.

Pont Digidol, a Welsh Government funded digital inclusion pilot project led by Cwmpas and in partnership with North Wales Housing, has been helping to bridge the digital divide for people living in social housing. With funding from the Welsh Government's Minimum Digital Living Standard programme, the project aimed to do more than just teach people how to use a tablet or phone, it sought to build confidence, connection, and independence.

For many participants, the internet had felt like something "other people" used, too complicated, too risky, or just not for them. But, through friendly, informal sessions held at Llys y Coed and other housing schemes, the project created a space where people felt safe to ask questions, make mistakes, and learn at their own pace.

But Pont Digidol wasn't just about digital skills. It was about reducing loneliness. About sparking conversation. About reminding people that they are capable of learning something new, no matter their age. The sessions became more than training, they became social events where residents connected over shared challenges and celebrated small victories together. The impact reached beyond individuals.

The project gave North Wales Housing deeper insight into the digital barriers their residents face and highlighted just how much people can thrive with the right support. This learning is now shaping how future digital services are designed and delivered.



Bridging the digital divide



Digital Confidence Denbighshire, run by Cwmpas and funded through the UK Shared Prosperity Fund, is helping people gain the confidence and skills to navigate the digital world.

Digital Confidence Denbighshire offers one-to-one support, friendly drop-in sessions, or hands-on workshops covering topics such as online safety, digital health literacy, and getting started using a device.

Through the programme, participants also have access to Essential Digital Skills Courses and Multiply Digital Numeracy Workshops, which focus on practical applications like online budgeting and financial management.

For those lacking digital devices, Digital Confidence Denbighshire provides access to laptops, tablets, and smartphones through referrals from public or third-sector organisations.

Supported
132
in gaining a
qualification or
completing a
course
following
support

Targeting groups such as older adults, individuals with disabilities, those in rural areas, and socially isolated persons, we have collaborated with local partners including Denbighshire County Council, libraries, housing associations, and community centres, to ensure comprehensive support across the county.

Over the past year, we have supported 132 individuals to gain a qualification or complete a course. Following our support, 470 people engaged in life skills support, and 36 adults took part in activities to improve their numeracy skills.



Improving the health and wellbeing of carers



Connecting Carers provides support to people in Bridgend who want to set up or run well-being services in a more collaborative, co-operative and inclusive way.

Between June 2024 and May 2025, Cwmpas partnered with Tanio Community Arts to bring the Connecting Carers project to life, an initiative designed to support unpaid carers across Bridgend.

At its heart, the project responds to a growing crisis in carers' health and well-being. The stark findings of Carers Wales' 2024 State of Caring report made clear what many already knew: unpaid carers are facing deepening challenges such as poor mental health, financial stress, and a lack of support from formal services.

Connecting Carers offers more than just a support group. It's a weekly gathering where carers can come together in a safe, understanding space, some for the first time, to take a breath, connect with others, and share their experiences.

This space for support and companionship has proven vital, helping to ease isolation and build informal networks of mutual support. Many carers have described the impact as transformative, with peer-to-peer relationships boosting their confidence, resilience, and emotional well-being.

This project isn't just about offering relief, it's about reimagining the future. With a focus on co-production, carers have played a leading role in shaping what community-based care could and should look like. Through the social innovation hub model adopted by Cwmpas, carers collaborated with practitioners, researchers, and changemakers to generate and test new ways to support those who care. Their lived experiences and insights are not only valued, they are central to service design.

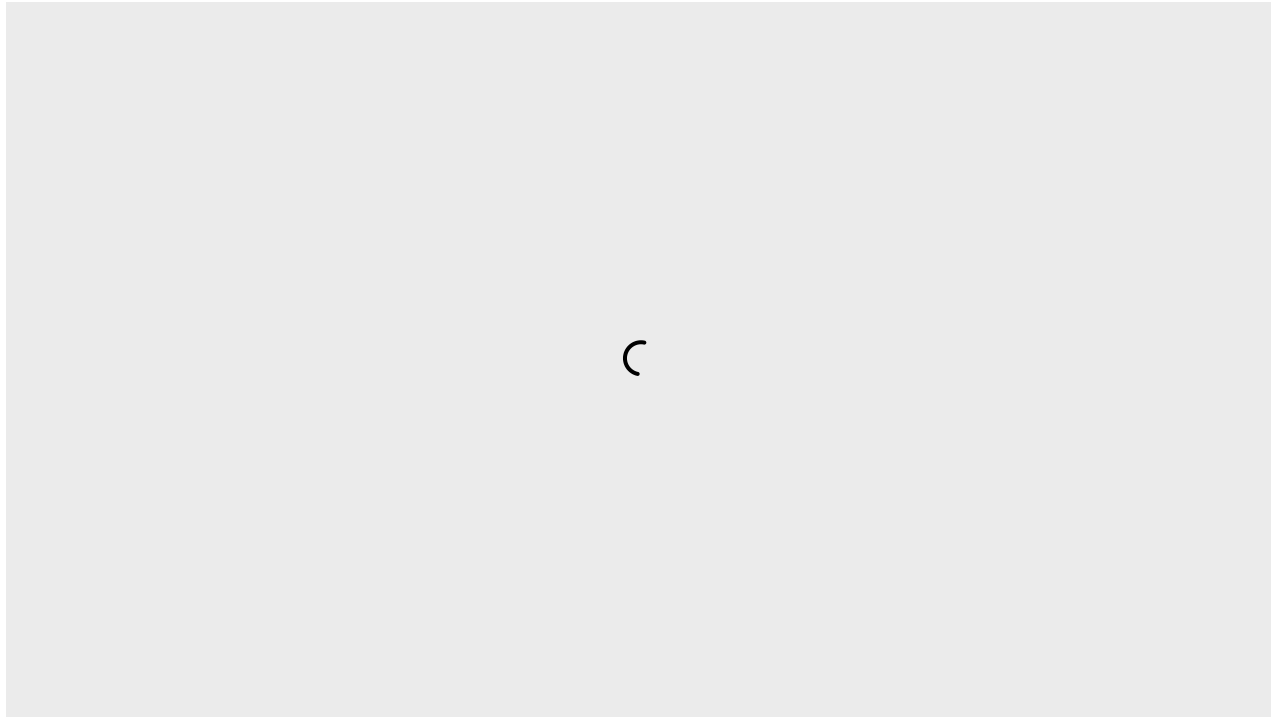


Connecting Carers has given me a new focus and direction in my life. The support is invaluable. It has helped me believe in myself. It's given me a creative boost and connecting with like-minded people I know I'm not alone. My future is more optimistic.

Tanio have used a range of artistic methods to help carers express their realities, stories that are too often unheard. The release of the Connecting Carers original song, 'Who Cares?' in February 2025 is an outstanding example of this approach.

An original song written by the carers themselves, the lyrics of 'Who Cares?' ask statutory agencies and organisations to make their caring lives easier - as they care, they wonder who cares about them. Their creative outputs are leading to an increased recognition and more effective, empathetic responses from organisations and stakeholders.

Connecting Carers has helped to spark meaningful change, not only by supporting individual carers, but by raising awareness, challenging assumptions, and placing carers' voices at the centre of innovation.



C

Increasing confidence through media literacy



In Rhondda Cynon Taf, we have partnered with Ofcom to deliver a pilot media literacy programme aimed at helping people navigate the online world with more confidence and critical awareness.

Working with trusted local organisations, including RCT Council, Age Connects Morgannwg, AbilityNet, People & Work, and Newydd Housing, the programme focussed on reaching groups often excluded from digital learning, such as older adults, young people not in education or training, and disabled individuals.

We delivered five interactive workshops, covering key topics like spotting misinformation, protecting personal data, and understanding how to engage safely and responsibly online. Sessions were practical, discussion-based, and grounded in real-life examples.

88%

Participants reported a significantly improved understanding of media literacy

As part of our media literacy work, we led some research based on gaining an understanding about how online misogyny is affecting young people.

This work was timely as, when the TV programme *Adolescence* aired in early 2025, it sparked a wave of concern amongst safeguarding experts, parents, and young people, raising serious questions about the normalisation of abuse in digital spaces.

Across eight focus groups held at colleges throughout our region, we sat down with young people aged 13 to 25. We asked them about what they were seeing and experiencing online. What followed were honest, sometimes difficult conversations about the reality of digital misogyny.

Some spoke about seeing harmful content daily. Others shared personal stories of abuse, harassment, or simply feeling unsafe. They talked about the barriers to reporting, the fear of not being believed, and the silence that often follows when support isn't there.

This research is being used to develop practical, youth-informed strategies that focus on early intervention, prevention, and protection and working with educators to build confidence in responding to disclosures and creating school environments where young people feel heard and supported.

It's great to talk about this stuff. It makes our feelings validated and helps raise awareness of what we experience on a daily basis.

Growing community-led housing



For over a decade, Communities Creating Homes, delivered by Cwmpas and funded by the Welsh Government, Nationwide Foundation and Oak Foundation, has led the growth of the community-led housing (CLH) movement in Wales.

As the country's only dedicated CLH hub, our team of accredited advisors provide expert support and guidance to community groups and organisations committed to creating affordable, low-carbon homes that reflect local needs and aspirations.

Community-led housing means local people taking the lead to help solve specific local housing problems, create affordable homes and build stronger communities. There is no one pure model of community-led housing, but they all embody co-operative principles and values. Every project is unique and depends on the needs and values of the community.

Housing too often is something that is done to communities so community-led housing strives to give people the tools to put the right homes in the right places, in the communities they love.

Over the past year, our team has supported 47 community groups across Wales to progress their community-led housing projects. In addition to the 318 affordable community-led homes in the pipeline, we have received 25 new enquiries from individuals and groups interested in starting their own community-led housing initiatives.

318
affordable
community-led
homes are
currently in
development



“We have achieved so much and have been fully supported by Cwmpas in all aspects of getting this project off the ground. Their patience, understanding and commitment has been unbelievable.”

Building homes and futures

We've been working with Cwmpas to create a new way of living where young adults with learning disabilities can thrive and have a genuine voice, choice and control over where they live.

Dream Home Swansea is an innovative community-led housing project co-designed by young people with learning disabilities and their parents and carers.

With support from Cwmpas, Dream Home Swansea aims to transform the transition from living at home to independent living giving the young people more voice, choice and control about where and with who they live. They are aspiring to create new homes where the young people can live fulfilled healthy lives in a supportive environment and have established a co-op to do so.

26-year-old Elin's story gets to the heart of why Dream Home Swansea is needed. Elin watched her sister go through the exciting process of moving away for college and wanted to do the same. She fulfilled this wish when she secured a place in Coleg Elidyr in Llandoverly and happily stayed there for five years. When the time came to discuss her future, Elin wanted to remain independent but to do so closer to her roots in her hometown of Swansea. But the housing options available lacked flexibility and didn't allow her to meet housemates before moving in.

Two years later Elin is still living in the family home but is excited to be part of creating Dream Home Swansea's first development. A critical element of Dream Home Swansea is a group where potential residents are building friendships and developing independent living skills.

This peer group is central to the project in creating a healthy, safe, well-designed place to live that will enhance their quality of life and well-being. By putting them at the centre they are developing their own peer support network and ensuring their home is tailored and adaptable to their changing individual needs..



Supporting Welsh language community initiatives



Perthyn, funded by the Welsh Government and delivered by Cwmpas in northwest Wales alongside Planed in the southwest, supports communities in areas with high levels of second home ownership, including Pembrokeshire, Carmarthenshire, Ceredigion, Anglesey, Gwynedd, and Conwy.

Established in 2022, Perthyn works directly with communities to provide early-stage support that helps overcome barriers and fosters the development of new social enterprises, co-operatives, community-led housing, and Community Land Trusts, where the Welsh language plays a central role.

Perthyn supports the goals of the Welsh Language Communities Housing Plan and Cymraeg 2050: A Million Welsh Speakers, with a vision for vibrant, sustainable communities where the Welsh language is a natural part of daily life, underpinned by a strong local economy.

We work directly with communities to inspire ideas and provide support for creating and growing sustainable initiatives that benefit everyone. We also collaborate with established community projects to help develop and expand new ideas, strengthening their impact and reach.

Too often, vital community assets are at risk of being lost so Perthyn supports local groups to bring these assets back into community ownership and use through the development of community projects and initiatives.

26
groups
supported to
strengthen our
local Welsh
communities



“The funding allowed us to get professional help with the surveys of the old chapel and enabled us to reopen the building for community events. Without Perthyn funding, this would not have been possible.”

Protecting community assets

The Perthyn funding has been a major support in safeguarding Ysgol Cribyn from being lost as a community asset, and in developing it into a local education centre and affordable home.

In the rural village of Cribyn, Ceredigion, the closure of the local primary school in 2008 left a gap in both infrastructure and community life. In response, local residents formed Cymdeithas Clotas with the vision of purchasing the disused building and transforming it into a much needed community resource. By 2023, they were in the process of becoming a Community Benefit Society to support this goal.

With no other public facilities in the area and a shortage of affordable housing for young families, the project wanted to create a vibrant community learning and activity hub while converting part of the building into an affordable home for a local family. The initiative addresses rural depopulation, social isolation, and the need to preserve the Welsh language by fostering a stronger, more connected local community.

Supported by Perthyn funding, the group was able to hire a part-time development officer, access architectural consultancy, develop a website, promote a community share offer, and produce key marketing and administrative materials. They also received expert guidance from Cwmpas' Communities Creating Homes team to shape the housing element of the project.

While still in development, the project has already laid strong foundations for community-led regeneration. Cymdeithas Clotas has united residents around a shared vision, creating momentum for long-term sustainability. By reimagining the former school as a place for both living and learning, the community is reclaiming a cherished space and investing in its own future.



Driving positive change

Our learning and development programmes support the growth of the sector and its future leaders alongside our expertise and range of consultancy services that are designed to drive innovation through supporting digital transformation, social value, collaboration and co-design, research, evaluation, feasibility studies and policy development.



Promoting good digital practice



Funded by Welsh Government and delivered by Cwmpas, WCVA and Promo-Cymru, Newid promotes good digital practice across the third sector in Wales by providing training, support and information.

As part of our digital transformation work through the Newid programme, we piloted a focused mini project designed to support five small organisations in establishing a stronger digital presence. These organisations were each paired with a developer to create a professional five-page template website tailored to their needs. The aim was not only to build the sites, but also to equip participants with the skills and confidence to manage them independently.

To ensure long-term sustainability, we delivered practical training sessions that were also recorded, allowing participants to revisit the content whenever needed.

Participants
rated our
support with
an impressive
satisfaction
score of

96%

With our support, all five organisations now have websites that are not only visually more professional but also more user-friendly. These improved digital platforms have increased their visibility, made them more confident when engaging with funders and clients, and enhanced their credibility in the eyes of stakeholders. Participants also developed vital digital skills, such as improving search engine visibility (SEO) and basic site maintenance, skills many had previously thought were out of reach, due to limited funding and lack of in-house expertise.



“We wouldn't have been able to afford it as a non-profit organisation.”

Creating a positive impact beyond profit



Cwmpas's social value work supports organisations to embed social value at the heart of their decision-making, moving beyond compliance and reporting and embedding it as a core part of their culture and purpose.

We have worked closely with staff and teams to design ways of measuring what really matters, often combining national standards with local or sector-specific measures, so the data collected reflects real-life experiences and makes a real difference.

Our social value work focusses on keeping things practical, making sure what we measure is useful, manageable, and leads to action. As well as collecting data, we build a shared understanding of what success looks like and help everyone involved see how they contribute to it. We have used this approach across many sectors including housing, construction, education, and health, often helping to bridge the gap between procurement teams, commissioners, and providers.

We now have the tools in place to maximise on our social impact for our customers and the communities in which we work.

One example of our work in this area is how we supported Carmarthenshire County Council to review and strengthen its approach to social value across procurement, policy, and practice. The work focused on sense checking activity with Welsh legislation, including the Well-being of Future Generations (Wales) Act 2015 and the Social Partnership and Public Procurement (Wales) Act 2023. It was also an opportunity to see and review the fantastic work already being conducted by the authority.

We engaged with over 85% of council leadership staff and reviewed important documents to understand how social value was being understood and used across the council. We found a strong commitment to social value in theory, but the way it was put into practice varied between departments, which is common in councils that are trying to lead the way. Many teams were doing great work, but there wasn't a joined-up approach across the whole organisation.

Carmarthenshire's strengths included creative ways of buying goods and services that support local businesses, big community projects like Pentre Awel, and strong circular economy initiatives. However there are still some challenges, especially around having clear definitions, tracking data, and measuring long-term impact.

We made a number of recommendations around staff training and broader alignment with social value in relation to corporate plans. However, many simply endorsed the outstanding work already being done.

Through our work in this area, we have helped to shift the view of social value from simply being something added to procurement, to a vital component driving economic, social, environmental, and cultural strength across the organisation.

Bringing communities together to problem solve



Cwmpas's Start Something Good is a collective, problem-solving approach that brings people together to generate fresh ideas for the problems they care most about. Whether in communities, schools, businesses, public services, or any kind of organisation, Start Something Good creates space for collaboration, creativity, and practical action.

Newborough, a National Nature Reserve and designated Site of Special Scientific Interest on Anglesey's south coast, is managed by Natural Resources Wales (NRW). In 2024, the Start Something Good team supported NRW, Isle of Anglesey County Council, and the Gwynedd and Anglesey Public Service Board to deliver a social hackathon, bringing people together to explore solutions and strengthen collaboration in relation to access and transport in and around the area.

The hackathon brought together a mix of voices including local residents, small business owners, community organisations, and representatives from public services.

561
people
engaged in
hackathon
events

80 people, who often don't have the chance to connect, found themselves at the same table, helping to co-design practical ideas for improving transport and access to Newborough.

What began as a single day of shared problem-solving evolved into a sustained, collaborative movement. Our approach means that solutions are not just shaped by policy, but by people, united by trust, dialogue, and a shared commitment to making the place they love more accessible and resilient for generations to come.



“The hackathon brought momentum and was a complete re-framing of the problem. People who don't usually get the opportunity to meet sat down and worked together in teams. It humanised and diffused things.”

Developing a new generation of social leaders



Social Leaders Cymru is a leadership development initiative aimed at enhancing the social sector in Wales. Funded by The National Lottery Community Fund, it is a partnership between Cwmpas, Clore Social Leadership, and WCVA.

The programme is designed to support voluntary, community and social enterprises at all stages of their leadership journey, with a focus on empowering the third sector to thrive. It actively engages individuals from diverse backgrounds and champions community cohesion, collaboration, and inclusive leadership.

Over the past year, the project has delivered three Community Leader programmes and two National Leader programmes, supporting social sector leaders at every stage of their leadership journey.

The six-month Community Leader programmes combined online and in-person sessions across Newport, Wrexham, and Swansea, bringing together leaders to build capacity, strengthen their communities, and learn from one another. Open to leaders of all experience levels, these programmes have engaged 77 participants to date.

122

leaders have taken part in the Social Leaders Cymru programme

The National Leader programme included two four-month online programmes, Emerging Leader and Experienced Leader, reaching an additional 45 leaders.

Emerging themes from the programme include improved leadership skills and increased self-awareness and confidence.

Participants spoke of learning to communicate more effectively, particularly in complex situations, craft effective strategies and supporting team development.

Many described how these fresh insights inspired them to embrace greater responsibilities and step boldly into expanded leadership roles. The chance to pause and reflect proved invaluable, helping leaders realign their priorities, revisit their approaches, and put renewed emphasis on personal well-being.

Perhaps most powerfully, the programme cultivated a vibrant community of peers. Leaders found genuine camaraderie and reassurance in connecting with others who shared similar challenges and aspirations. These connections not only eased feelings of isolation but also brought inspiration through shared stories and experiences. Many look forward to maintaining these connections and continuing their development.

It has given me more confidence in my leadership which will benefit my organisation as I can now contribute more to discussions and decisions.

Diolch

Community is at the heart of everything we do at Cwmpas.

We are dedicated to strengthening our communities by ensuring that local voices are heard on matters that are important to them. We strive for equal access to opportunities for all whilst also retaining and reinvesting locally generated wealth to make the places we live and love happier, healthier and more equitable.

Our work would not be possible without the strength and support of our wider community.

You play a vital role in helping us to drive innovation, advocate for change, and grow a movement committed to building a fairer, greener, and more equal society.

We are deeply grateful to our public sector partners and commissioners for their continued support in strengthening the core infrastructure that underpins the network of social and democratic businesses across Wales. Their commitment also ensures that people and communities across Wales can safely access digital technologies and essential services—so that no one is left behind.

We also extend our heartfelt thanks to our wider community of funders, supporters, clients, members, and partners who are helping us to reach further into communities, gather vital evidence for change, and help shape innovative services and policies that pave the way for sustainable, systemic economic change.

If you feel inspired by what you have read, we encourage you to reach out and discover how you can join this movement for a fairer and more equal society.

Whether you're interested in partnering with us, supporting our mission, or helping to raise awareness of our work in your community, we would love to hear from you.

Let's make positive change happen, together.



Michael Cowley

**Head of Business Development
Cwmpas**



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