



2022/23 **ANNUAL** **REPORT**

barod



TABLE OF CONTENT

2	CEO FORWARD
3	KEY PERFORMANCE
4	DATA
5	DDAS
8	CHOICES WEST
11	SWANSEA
14	FLOATING SUPPORT
16	CWM TAF & BRIDGEND
19	CAVDAS CYP SERVICE
22	GDAS
24	GWENT N-GAGE
27	GDAFS
29	CYFLE CYRMU DYFED
32	LEARNING & DEVELOPMENT
35	DIGITAL SERVICES
36	EVENTS & CAMPAIGNS
37	FINANCE



CEO FORWARD

Welcome to our 2022/2023 annual report. When we review any given year, to celebrate our achievements and reflect on our learning I am always amazed by the enthusiasm, engagement resilience of our staff and the phenomenal efforts from people who use our services to make positive and lasting changes in their lives.

This year has been full of celebration, Barod turned 50 and we had a great birthday party to celebrate this huge milestone, lots of staff, volunteers and people who use our service joined us in Cardiff marking the occasion. However, the year continued to throw up challenges, some caused by the long shadow of Covid and other by the instability across the globe, but all accumulating in the worst cost of living crisis in a generation. This crisis had a huge impact on recruitment and retention of staff across all services. We responded by investing in key areas to help us attract and retain great staff who will support the delivery of excellent services. This included one off payments to help with the cost on living and energy crisis, increasing our starting salaries for frontline workers and using creative and engaging ways to recruit. We are still not totally out of the woods in terms of recruitment, but there is a light at the end of the tunnel!

We, as always, respond to the everchanging landscape of drugs and other substances, in sharing harm reduction information in creative and engaging campaigns, our Drugs Unwrapped continued to inform and educate people, and our peers helped us support people out in the community with naloxone distribution and dry blood spot testing.

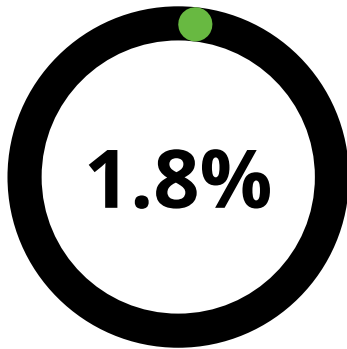
Our focus remains on ensuring that all our service are trauma informed and that coproduction is at the heart of all we do. I hope you enjoy reading about all the work going on across all our services.



**CAROLINE PHIPPS,
BAROD CEO**

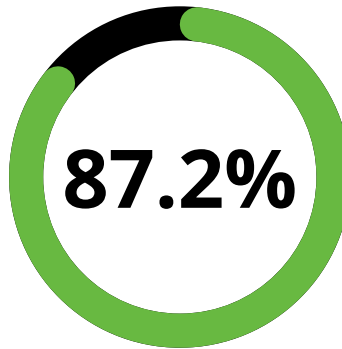
KEY PERFORMANCE INDICATORS

KPI1



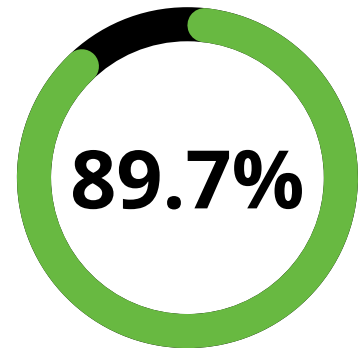
Incidences of clients who do not attend or respond to follow-up post-assessment
(Target $\leq 20\%$)

KPI2



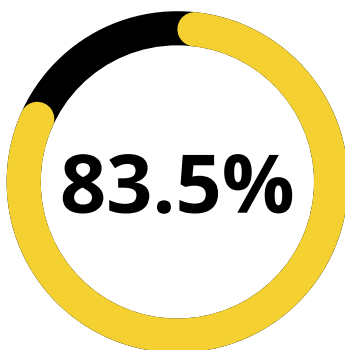
Achieve a waiting time of less than 20 working days between referral and treatment
(Target $\geq 80\%$)

KPI3



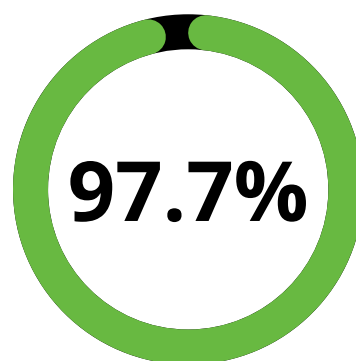
Substance use is reduced or unchanged for problematic substances between start and most recent review/exit Treatment Outcome Profile
(Target $\geq 86.5\%$)

KPI4



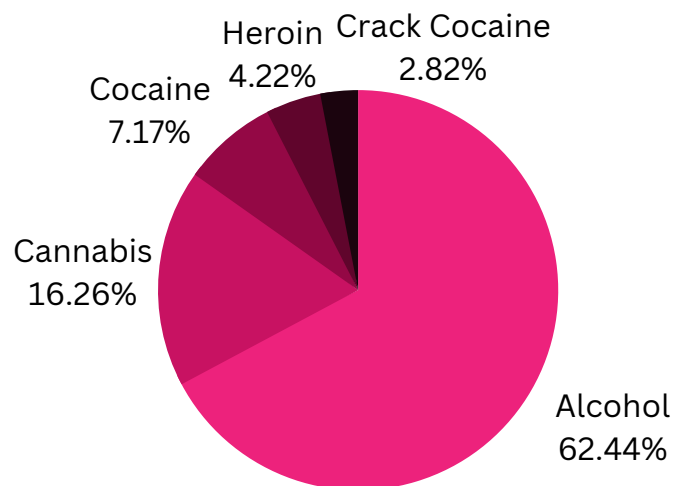
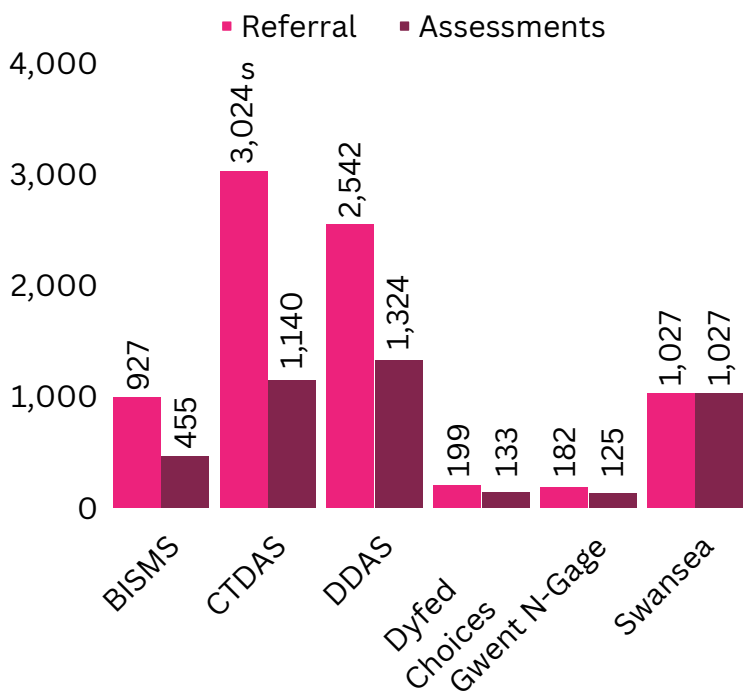
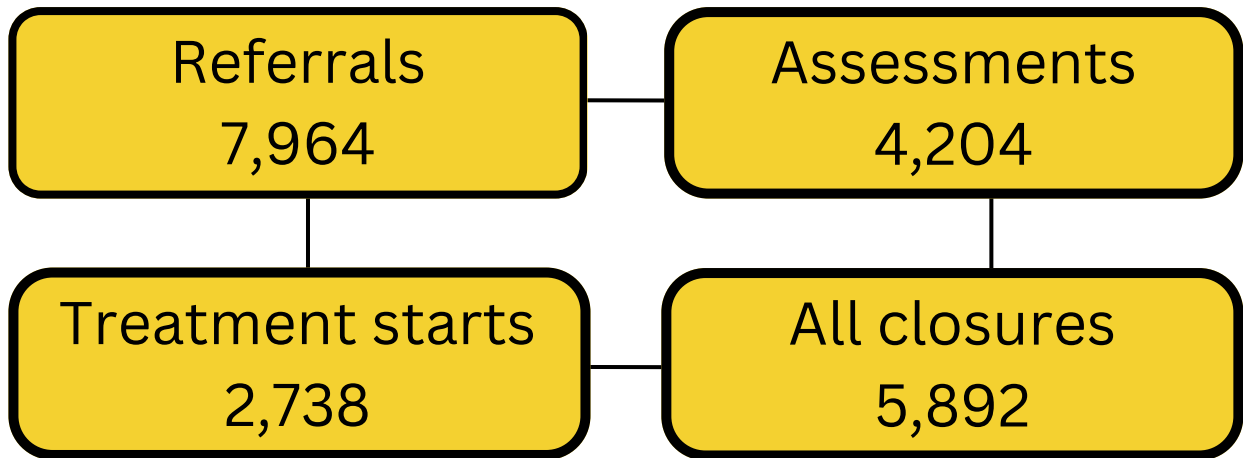
Quality of life is improved or un-changed between start and most recent review/exit TOP
(Target $\geq 84.2\%$)

KPI5

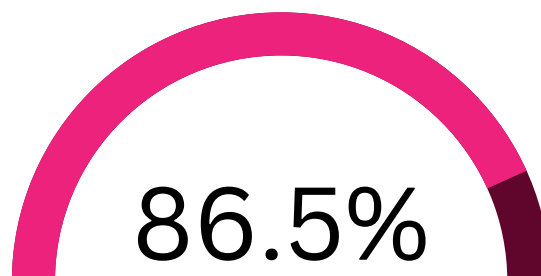


Percentage of cases closed (with a treatment date) as treatment completed
(Target $\geq 76.9\%$)

KEY DATA



Top 5 primary substances



Positive closures after
assessment (3,335 of 3,854)

DDAS focus is always on service users and supporting them in their goals, this has been achieved by developing key working partnerships with GP surgeries, fire service, universities and other establishments with a particular focus on service promotion, awareness and development. This has been achieved with the Integration between DDAS and Choices working closely together and has further developed and strengthened the integrated service.

During Aberystwyth University Freshers week, DDAS' integrated service worked together, completing night-time economy shifts as the newly formed DDAS Night Owls! Supporting St John's Ambulance and Aberystwyth University's Student's Union, (known as the A-Teamers), providing Freshers' week support and welfare and delivering first aid and medical interventions thus relieving pressure on HDUHB Bronglais Hospital.

In conjunction with Dyfed Powys Police and the Hywel Dda Health Board, DDAS established a drug alert protocol, to inform service users and the wider community of risks to certain drugs in circulation. The protocol was designed so that any intelligence or information around harmful substances, would be shared by all agencies for greatest reach and impact.

Criminal Justice and in particular Drug Testing on Arrest has been successful, with new pathways, protocols and partnerships formed across Dyfed. Staff have embraced the challenges and made this work.

Referral rates have continued to increase quarter on quarter and this has been as a result of service promotion across Dyfed with partners. Post covid an increase of ALN referrals of 53% has been met.

IPED training.

Staff developed an IPED training package which is being rolled out across #dyfed and the wider Barod organisation. This training package was compiled after Public Health Wales training and adapted and delivered internally. There are plans for IPED clinics and further harm reduction sessions to be completed, working in partnership with BBV clinics, to reduce harm.

Development of group work – DDAS have been creative in group work and have implemented Art groups and singing groups, these have been successful and appreciated by service users as an alternative to “traditional” group work. Alongside these, SMART recovery has been run across Dyfed and attended regularly by a cohort of service users.

Co-occurring substance use and Mental health framework established in conjunction with Hywel Dda Health board – the framework clearly defines pathways, values, escalation of referrals and a glossary of services available. In addition training will be provided to all staff in Dyfed.

Integration of DDAS and Choices has been a key achievement in the past 12 months, both service managers taking a active role in Adult and Young persons services, recruiting new staff, encouraging joint working where appropriate and providing opportunities for the 2 service to be fully integrated at every opportunity.

Naloxone has been a focus with Dyfed Powys Police officers being trained in its use and overdose awareness, an officer in Llanelli used Nyxoid whilst on the beat 2 days after being trained and saved a life.

Continuing with Naloxone training pharmacy staff across Dyfed and in a first of its kind in Wales pilot, Naloxone was given out in community pharmacies alongside needle exchange transactions. Together, we aim to flood west Wales with Naloxone.



DDAS CAMPAIGNS

Spike on a bike -during the last quarter, Spike On a Bike has continued to develop and evolve, offering fast, free, lifesaving interventions to the communities of Dyfed, particularly the hard to reach rural areas. SOAB delivers clean injecting equipment, completes Dry Blood Spot Testing, delivers Harm reduction advice amongst other interventions and services. The campaign involved the building of a comprehensive web site where service users can access information and order equipment.

TURN BACK campaign – during the last 12 months, DDAS have been developing a harm reduction campaign on the risks of Poly drug use. The campaign consisted of a web site, promotional items and poster leaflet information that is shared with professionals and service users. The web site contains service user testimonies and a variety of harm reduction. The theme of the campaign represents many interpretations, from turn back from danger of overdose, turnback on your decisions and turn back on life choice.



Peer to Peer programme introduced in Dyfed. October 2022 P2P was introduced and Dyfed became the final piece of the Welsh area planning board jigsaw, where all Health board areas had peers distributing Naloxone and training peers. The event was held of two days with peers from the three Dyfed counties involved.

The training was facilitated by George Charlton and was attended by APB members, Police, staff from Dyfed, Cardiff and Vale staff, Kaleidoscope and Barod.

In total there was 5 Dyfed Peers in the training and supported by other peers from established programmes. The 2 days were a great success and the Peers across Dyfed have now dispensed 80 Naloxone kits.

“DDAS have been a key partner of the Dyfed Area Planning Board's harm reduction and prevention strategy over the last few years. Together, we have saved lives. That's not just some throwaway tagline - that is fact.

“DDAS are an integral component in our approach to reducing drug related deaths (DRD) and overdoses. They contribute effectively to the DRD process and have actively supported some essential work that has resulted in a reduction in DRDs across Hywel Dda University Health Board. These include the fantastic Spike on a Bike initiative, driving the peer to peer Naloxone distribution programme, training front line Dyfed Powys Police officers in deploying Nyxoid (8 lives saved by response police officers so far) and training pharmacy staff in a first of its kind in Wales pilot where Naloxone was given out in community pharmacies alongside needle exchange transactions. Together, we aim to flood west Wales with Naloxone.

“In addition to these life saving actions, DDAS have also enthusiastically devised two striking multi-media campaigns for blood borne viruses and poly-drug use with plans in place for an IPED campaign soon. The action of DDAS staff around our new drug alert protocol and the support offered to those who have had a near miss with a non-fatal overdose are second to none.

“It's not easy, but with great communication and a willingness to learn and improve, together we are making Carmarthenshire, Pembrokeshire and Ceredigion a safer, happier and healthier place to live.”

Craig Jones – Prevention and population health improvement manager

DDAS HARM REDUCTION PROVISIONS

Naloxone

Kits given out:
675

Service Users
training: 264

Professionals
trained: 189

Concerned Others
training: 36

Needle & Syringe Programme

Transactions:
962

New registrations:
173

Unique
individuals: 410

% of returns:
86%

Dry Blood Spot Testing

Tests completed:
305

No. referred into
treatment: 8

Training

Sessions
facilitated: 25

No. of attendees:
254



CHOICES WEST

Over the past year Choices have accomplished a significant number of achievements. The overarching achievement would be working in unison with DDAS as part of an Integrated Service. Not only has this been inspiring to work together to achieve goals but also rewarding, seeing our service users benefit from the outcomes.

Llanon Cove

Choices were able to secure funding for up to 6 young people to attend a diversionary activity on 27/07/22. The activity consisted of kayaking and rock climbing at an indoor climbing wall. The activity began with Choices staff educating the young people around healthy ways of producing 'happy chemicals' like serotonin and dopamine.

County Show

On 17th and 18th August 2022, Choices staff attended the local County Show. Choices staff set up a stall alongside Cyfle Cymru the peer mentoring out of work and education service and provided information and resources for integrated service DDAS. As DDAS staff were unable to attend, Choices staff ensured there was information and advice available for any adults seeking support. Choices staff were invited to attend the show by a licencing officer within the police, following on from recent joint work initiatives.

Skate Jam

Following Choices workers outreach in Ceredigion this year, issues with drinking alcohol and cannabis use were highlighted within the skate park users. Links with the organisers of the yearly Skate jam were forged and Choices, Iechyd Dda and DDAS were invited to attend the Jam this year to raise awareness of the links with poor mental health and substance use.

Scouts – General Drugs Workshop

The Choices West team were asked by the local Scouts leader to visit a Scouts' meeting to explain the dangers and harmful effects of smoking, alcohol and drugs. This was part of the Scouts' skills challenge badge which requires them to know how to stay fit and healthy. 20 young people were in attendance, aged between 10.5 years old and 14 years old. Choices staff presented a General Drugs Workshop, educating the young people on who Choices are and what we do, the different drug categories and their risks and effects, and signs and symptoms of spiking. Choices staff also provided general harm reduction advice around drug use and talked with the young people about why drugs should not be used to manage emotions. Choices staff then set up four activities in a carousel; the young people separated into four groups of five and circulated around each activity every 15 minutes.

Ysgol Maes y Gwendraeth

Following the Choices West team's delivery of Energy Drinks workshops to younger pupils, the team were asked back to deliver Alcohol Awareness workshops to year 10 classes. There were 4 workshops, each an hour long in duration and with approximately 45 pupils in attendance: a total of 180 pupils. The slideshow presentation, delivery and question and answers were presented fluently through the medium of Welsh.

Cardiff Lecture

Choices staff attended Cardiff University "The science of psychedelics" Lecture presented by Professor David Nutt. Staff bought books, expanded their knowledge and discussed our work with Professor Nutt and the University organisers. Barod was mentioned and Choices staff learnt more about the "Hi House" scheme which is a drop-in free confidential service for students on university grounds that gives non-judgemental harm reduction advice and signposting to Barod services if required by the student. Social media was used to promote the lecture, Choices and Barod.



CHOICES WEST CAMPAIGNS

The Choices team had several campaigns over the past year. These were mainly based on anecdotal community information and were conducted via a multi-agency approach. Choices did a Social Media Campaign highlighting the work that a Choices worker undertakes in their daily activities. The aim of the Campaign was to demonstrate to the young people that follow us that we are approachable real people who they can reach out to for support.

Over Christmas Choices staff posted every weekday as part of the '12 Days of Christmas' campaign on Instagram and Facebook. Choices staff wrote creative new lyrics to the famous Bing Crosby and The Andrews Sisters song 'Twelve Days of Christmas', with a drug and alcohol twist. One example was 'On the fourth day of Christmas, my good friends brought to me, Four tabs of LSD'. The aim of the campaign was to provide our followers with important information about a range of different substances and protective factors ahead of the festive season, during which substance use can increase. We aimed to bring some fun and variety to our social media pages too.



Choices feels strongly about having service users' input. During the year Choices were hiring and invited service users to be part of the interview panel. One service user took part in the interview process and gained valuable experience.

Another piece of work that involved service users was making available more young person friendly resources to be used at events. Stickers were designed and service users and Social Media followers were asked to vote on Social Media for their favourite design. The aim was to have a fun resource to offer at outreach events. The slogan 'don't cain your brain' was chosen to raise awareness of the harmful effects of substances on the adolescent brain and to promote the Choices service within young people social groups.

“

“Thank you for your support. I feel that with your input Neighbourhood Policing Team are in a greater position to deal with the substance misuse issues in the town and provide a really strong safeguarding “service” to our local youths which is as high a priority as any that we have.”

Neil Lees – Neighbourhood Policing Team – Milford Haven

”

CHOICES WEST HARM REDUCTION PROVISIONS

Naloxone

Kits given out:
113

Service Users
training: 8

Professionals
trained: 54

Concerned Others
training: 18

Needle & Syringe Programme

Transactions:
962

New registrations:
173

Unique
individuals: 410

% of returns:
86%

Dry Blood Spot Testing

Tests completed:
10

No. referred into
treatment: 0



SWANSEA

The Drug and Alcohol Assertive Outreach and engagement is part of the wider Barod Project for Swansea. It increases opportunities for people who use drugs and alcohol to engage in services, decreasing the numbers of in missed appointments and improved harm reduction outcomes.

Key achievements over the past 12 months have been the continued success of the assertive outreach service has this dual remit, to re-engage as well as to engage treatment naïve, it is intended that the bulk of the project work is to re-engage clients.

Assertive outreach service will work with clients in a variety of settings to ensure maximum engagement and re-engagement with drug and alcohol treatment services. The drug and alcohol assertive outreach provision significantly improves re-engagement and decreases dropouts of treatment services and assists in the engagement of those most at risk of acute illness and early death, for specific individuals with multiple overlapping unmet needs.

The development of the Youth Panel, which has been set up to give a platform for young people and their voices, to address what matters to them in relation to drugs and alcohol, stigma, overdose awareness and extra familiar harms.

Naloxone training to all post 16 housing provisions with Swansea County to assist in raising awareness of drug related harms.

Contextual safeguarding partnership working with the local authority has seen developments in raising awareness in extra familiar harm, drug harms and youth violence.

Barod have delivered workshops in educational settings, giving young people the opportunity to discuss and explore harm reduction, whilst developing skills and technique to utilise if using substance, or they know someone who maybe using drugs and alcohol.

Representation on the European Network for People Who Use Drugs. Where views and experiences were shared with various stakeholders.



SWANSEA CAMPAIGNS

Swansea's Feeding Recovery campaign was a great success! The project aims and outcome was to deliver a local provision to support people with alcohol issues. For them to better understand the relationship between heavy drinking and disordered eating and ensure they are better able to recognise signs of disordered eating and to respond with appropriate support provided.

As a result of the project people who previously had disordered eating patterns were now enjoying eating more and better food and became more engaged with the social aspects of food preparation and consumption as part of their recovery.

The project linked in with the ongoing Welsh Eating Disorders Service Review, to promote a greater awareness of the interface and overlap between alcohol misuse and eating disorders, and promote greater joint working between alcohol support services and eating disorders services.



S.A.F.E (Swansea Bay Against Fatal Episodes) Peer Interventions Project has now been successfully running for one year. To our knowledge S.A.F.E became the first Peer led project in Wales that delivered all three specialist harm reduction interventions; take home naloxone (THN), needle and syringe programme (NSP) and blood borne virus screening (BBV). The project provides vital outreach services across the region and support key partners such as housing and homelessness, to ensure those at risk of harm have access to timely interventions. Below are some of the key highlights.

“

“The peer-to-peer project has helped me to gain more insight into my own recovery and those around me. It changed the way I think and feel about myself, and those people who matter to me and have played a part in my drug use and currently my recovery.”

S.A.F.E Naloxone Peer

”

SWANSEA HARM REDUCTION PROVISIONS

Naloxone

Kits given out:
584

Service Users
training: 198

Professionals
trained: 110

Concerned Others
training: 22

Needle & Syringe Programme

Transactions:
1,617

New registrations:
36

Unique
individuals: 707

% of returns:
-

Dry Blood Spot Testing

Tests completed:
89

No. referred into
treatment: 10

Training

Sessions
facilitated: 35

No. of attendees:
360

Education

Sessions
facilitated: 162

No. of attendees:
3,908



FLOATING SUPPORT

This year the service has expanded into other areas such as the drop in which is run on a Wednesday afternoon from 1pm-4pm. We have supported 34 individuals to access the drop in since October 2022 and supported with various one off appointments such as benefit advice, form filling and completing referrals into the gateway.

Overview of outcomes for Quarter 1

Housed from homeless: 2

Vicars' relief fund claimed: 0

DWP awarded: 2

Discretionary Housing Payments awarded: 3

Discretionary Assistance fund for white goods and furniture: 1

Discretionary Assistance Fund for emergency payment: 2

Discount schemes for utility bills: 1

Miscellaneous: 6

Q2:

Housed from homeless: 1

Vicars' relief fund claimed:

DWP awarded: 7

Discretionary Housing Payments awarded: 3

Discretionary Assistance fund for white goods and furniture: 1

Discretionary Assistance Fund for emergency payment: 3

Discount schemes for utility bills: 1

Miscellaneous: 2

Q3

Housed from homeless: 0

Vicars' relief fund claimed: 0

DWP awarded: 5

Discretionary Housing Payments awarded: 3

Discretionary Assistance fund for white goods and furniture: 5

Discretionary Assistance Fund for emergency payment: 4

Discount schemes for utility bills: 15

Miscellaneous: 3

Q4

Housed from homeless: 1

Vicars' relief fund claimed: 1

DWP awarded: 5

Discretionary Housing Payments awarded: 0

Discretionary Assistance fund for white goods and furniture: 2

Discretionary Assistance Fund for emergency payment: 0

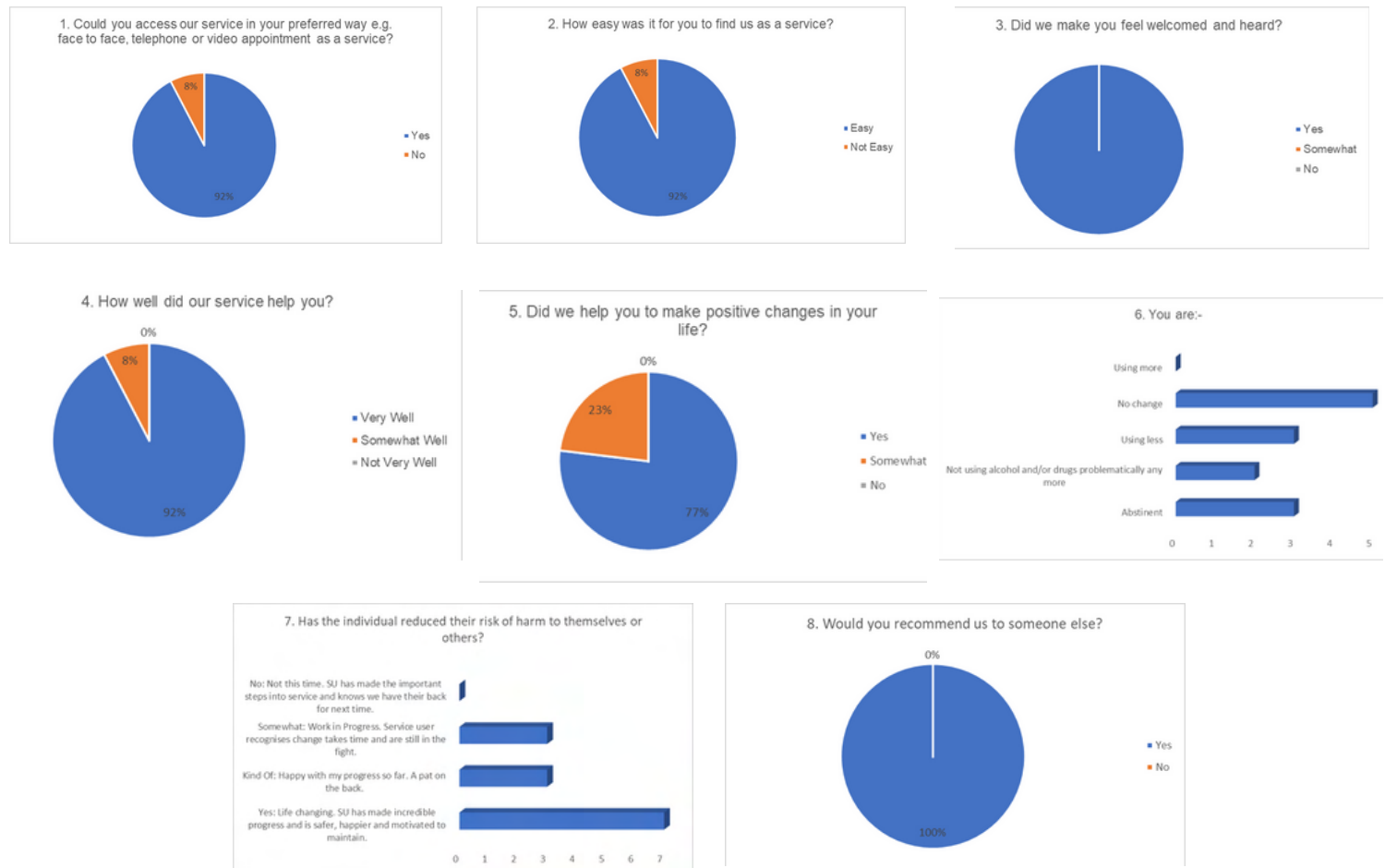
Discount schemes for utility bills: 3

Miscellaneous: 2



FLOATING SUPPORT FEEDBACK

The Floating support team now complete exit forms with service users when they leave the service. This is designed to give the team real time feedback on what worked well for that individual and what we, as a team, can improve upon. It is evident from the feedback this year that more promotional work is needed which is something that can be addressed over the coming months. A snapshot of results are detailed below:



“The service helped me enormously, in ways I could never do on my own, and yes, I have recommended to other people who could do with your help.”

Person who accessed Floating Support Service

CWM TAF & BRIDGEND

The Cwm Taf service has seen significant staffing issues this year and we had a waiting list for the first time since the service started in 2019. The staffing situation has now significantly improved and we are pleased to say that all people accessing services are now allocated within 48 hours of referral.

The Bridgend Service commenced in April 2022 and the staff have undergone training and development. The team are now fully staffed and working well to deliver services across the county borough.

Over the past 12 months we have worked with our commissioners and partners in local authority teams to recruit to 6 additional posts for children and young people, including the creation of posts in IFST Merthyr and Resilient Families Teams in RCT. We have also created three CYP Outreach and Preventions posts that will work across the whole of CTM delivering interventions and education to children and young people in community and educational settings.

We have worked with our commissioners and Violence Against Women, Domestic and Sexual Violence (VAWDASV) victim and perpetrator teams to create three additional posts. These posts will work alongside victim and perpetrator teams to deliver specialist substance use support to both perpetrators and victims of domestic abuse.

We are now delivering SMART recovery across Cwm Taf and Bridgend, enabling people accessing sustained recovery services to participate in structured relapse prevention work.

In addition to this we have developed the diversionary activities on offer, and in Bridgend these have been supported by additional funding from Bridgend Association of Voluntary Organisations (BAVO) where we have delivered cooking and eating together and walk and talk groups as well as Karma Seas wellbeing surf sessions.

The whole team have had the opportunity to be involved in ISMS development days, bringing together all substance use services working within Cwm Taf and Bridgend in Learning Together events.

The Cwm Taf Service User involvement group (SUIG) has continued to develop over the past 12 months. They have taken part in the health equality audit being carried out, evaluating all Cwm Taf Morgannwg Substance Use services as well as being involved in the development work for the new 24/7 alcohol liaison service across CTM.

The Bridgend service user group has now been established and is attended by all substance use service professional located in Celtic Court and is available to all service users across all agencies.

This is now well established and running fortnightly

Both Service user groups are allocated an annual budget and events and activities that take place are decided by the service users and taken from the budget. Service users feel that this gives them ownership and possibility of their own budget and appreciate that we have done this.

At Christmas-time to thank the group for their time and service, Barod helped arrange a festive trip to Cardiff, where the SUIG took in the sights of Cardiff Museum followed by the Bute Park Light Festival. A Christmas meal was also organised for mid-December.



CWM TAF & BRIDGEND CAMPAIGNS

In Bridgend we have promoted DASPA by creating window displays to promote the service. As a result of this we have had people attending the building to seek support and to make self referrals, telling us that they wouldn't have known where to go for support before.

The CYP team has undergone a name change, with a name reveal confetti balloon, being popped at a Barod open day.

In Q4 of 2022/2023 we introduced a text phone for children and young people to access the Choices service, as an alternative to DASPA. The text will be shared with a Choices worker who will contact the young person to arrange a face-to-face meeting to discuss their needs and goals. This was launched via our Choices_CTM Instagram channel.



“

Barod and Dyfodol have forged great relationships in Cwm Taf Morgannwg. We share the care and support of many service users and are looking forward to building on the activities that are already happening jointly in the areas, namely the Service User Involvement Group and some physical activity with the Fighting Homelessness project. We are both part of the Joint Allocation Meeting where we work together to find the best services to suit an individual's need and share information to help safeguard and support people in our communities. I look forward to our joint work in the future.

Vicki Hillier Dyfodol Service Manager

I am the Alcohol Liaison Nurse who Covers Prince Charles Hospital currently. My working relationship with Barod is amazing and I have nothing but praise for everyone within the service. The communication is exceptional, and we often liaise with each other on a daily basis to share important information about service users which improves the care and service they receive as a result. The link between health and the community is vital to support service users in addressing their alcohol issues. We work very closely having weekly meetings to discuss referral and the best onward support for them within the community.

Kyle Newton Alcohol Liaison Nurse

”

CWM TAF & BRIDGEND HARM REDUCTION PROVISIONS

Naloxone

Kits given out:
444

Service Users
training: 208

Professionals
trained: 33

Concerned Others
training: 14

Needle & Syringe Programme

Transactions:
652

New registrations:
94

Unique
individuals: 403

% of returns:
24.5%

Dry Blood Spot Testing

Tests completed:
272

No. referred into
treatment: 0

Training

Sessions
facilitated: 44

No. of attendees:
227

Education

Sessions
facilitated: 219

No. of attendees:
5,721



CAVDAS CYP SERVICE

August 2022 saw CAVDAS go live with the message of “no wrong door” clearly at the heart of service delivery. When CAVDAS launched there were only 5 young people to transfer over for ongoing support.

The CYP strand of CAVDAS was lucky enough to have one member of staff Taped in from the Emotional Wellbeing service and two staff from Switched On and a Cardiff youth justice worker. With an interim Barod manager in place for the first few months to oversee the implementation of the CYP strand. Recruitment and staffing Over the next few months there was a big recruitment drive which would the successful recruitment of the following staff:

CYP Team leader

1 x substance use case worker

1 Cardiff youth justice worker

1 Vale youth justice worker

2 x CYP MDT (Multi-disciplinary team) workers

CYP administrator

Over the next few months, the team were inducted, attended training, and held various development days to pool together all of the skills and resources that the staff had brought to the team. We were also lucky enough to secure a CYP specific base with which we co locate with the CYP MDT team.

During the first year of service the CYP team have done a variety of workshops and education sessions in schools, alternative education provisions and youth settings. Some of the highlights for us were:

Choices of a Lifetime

Choice of a Lifetime” sessions that we attended. This was a play put on for every high school in Cardiff, including the EOTAS (educated other than at school) cohort of young people, based around a young person becoming involved in a life of knife crime, substance use and gangs. Some of the sessions were delivered in the medium of Welsh and BSL. The team attended all of the sessions and offered advice and guidance for the students following them watching the play. The team engaged with over 4000 young people.

Ely Youth Service

Outreach detached work with the youth service in Ely. This came following the tragic death of two young people in the area. Staff from the CYP team worked alongside the detached youth workers in the area and engaged with the local community and young people.

PSE Sessions

The CYP team have done numerous workshops in many schools and provisions over Cardiff and the Vale during the first year of service. These sessions have been both larger PSE days where the team would engage with whole year groups and also smaller, more targeted groups of young people experiencing issues from using a substance.

Visit from the Deputy Health Minister

The CAVDAS team were delighted to host Deputy health Minister Lynne Neagle today to our Cardiff Base. Jim Henton introduced the innovative Alliance model, then Kate, Anna, Mark and Ross spoke about their educational work with Children and Young People



CAVDAS CAMPAIGNS

Freshers events and The Pills and Powder campaign

Freshers events and the filming of the “Pills and Powder” campaign. The CYP attended various freshers events across the different campus’s and worked alongside Gareth Morgan (harm reduction commissioning lead) and an outside media company to bust myths around pills and powder and getting harm reduction messages out to students at Uni and any young person who is thinking about using these substances.

Cardiff Pride

Staff attended Cardiff Pride and covered the two days of events as well as taking part in the pride march. This event led to various self-referrals into the adult service at CAVDAS.

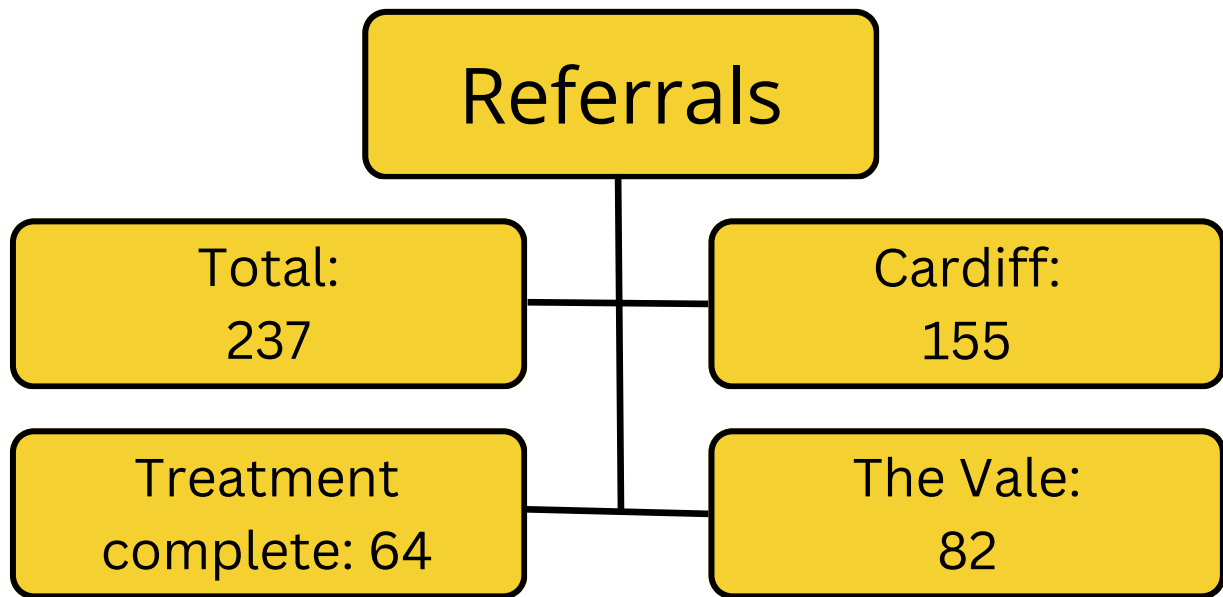


LAUNCH OF THE CYP SERVICE

The CYP team were very fortunate to apply for some money through slippage to put on a CYP launch. The launch was held in Central Park in Barry town centre and was open to partnership agencies and the public. The morning was a service presentation delivered to agencies that CAVDAS work alongside which was free to anyone who wanted to book on. This event sold out within a few days, and we oversubscribed on the day with people standing outside the room to listen to the presentation. The speakers were Leanne Bruford, commissioning manager – substance use contracts, Caroline Phipps, Barod CEO, Angharad Thomas, operational manager at Cardiff youth justice services, Rachel Wilson, CAVDAS interim manager and Anna Lewis, team leader for CAVDAS CYP services. The service presentation was followed by a fun substance emoji quiz.

The afternoon was a free event with young people performing live music on a stage in the park, face painting, a climbing wall, MMA lessons and the youth service doing a variety of activities. It was an amazing day and one lady said to a staff member the “her children had had such a lovely day and the fact that everything was free she couldn’t believe”. The staff all worked extremely hard to make this event such a success and it has been the highlight of the first year of CAVDAS CYP.

CAVDAS REFERRALS



The new model has been fully implemented in terms of pathways giving more choice of treatment type to service users and allowing GDAS to really tailor our paperwork and practices according to need.

Gwelcol

Gwelcol has started to develop positively with lead Mark Evans playing a large part in the successful networking with partner agencies. We are beginning to 'Take recovery into communities' as we develop our recovery services laterally.

Recruitment

This year was a positive one with recruitment issues easing. We have started to receive a higher number and standard of applications. We are confident that this is due to the increase in salary bandings that we have been able to advertise coupled with a full return to normal life and working conditions due to the end of the pandemic.

KPI's

This has in turn had a positive effect on our KPI's - specifically KPI 2 (Time between referral and treatment start) as this is the KPI that is most impacted by staffing levels. We have seen an improvement in November for KPI, with further improvements expected over the next Quarter.

Digital Engagement

In the past year, we've seen a significant increase in Breaking Free users, with 196 people signing up compared to 87 the previous year, the main problem substance reported continues to be cannabis. We've developed a new user-friendly GDAS website with the function of online referrals. On social media the GDAS Facebook page has reached over 10,000 individual accounts and gained more than 100 new followers organically.

IPED

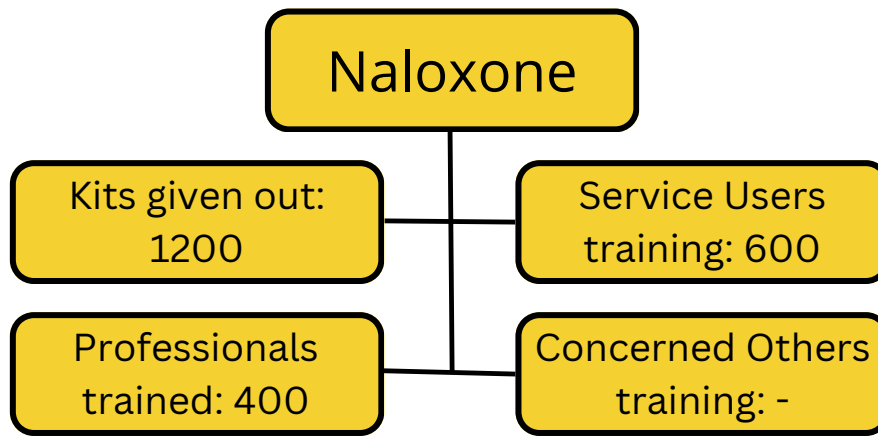
IPED clinics are running every first Wednesday of the month. GDAS staff have been trained on Needle exchange and IPED use. There have been 3 training sessions delivered in the hub, Powell's place and St Fagan's house. IPED training provides a breakdown of the history of steroids, why people use them, the different types of steroids and harm reduction advice which includes needle types and where in the body to inject.

Peer Academy

The peer academy began on the 3rd October 22, staff from across Gwent have committed to training peers and placements for after the peers have completed their training have also been agreed, these range from admin support, needle exchange, harm reduction clinics and more! Because the uptake has been so good, we have now held 3 peer academy groups that have taken place in Newport & Pontypool. On the 13th of February, we held our first Peer Academy Graduation Ceremony at The Hub in Newport.



GDAS HARM REDUCTION PROVISIONS



GWENT N-GAGE

As Gwent N-gage moved into the second year of delivery under the refreshed service model, the focus for the team was on further development and growth within each of the service strands as the team strived to enhance the quality of service delivery.

Key achievements during the year include:

- Maintaining excellent service provision with a significant increase in referrals throughout the year.
- Ongoing development of the young person's transition service ensuring a robust transition for under 21's accessing adult substance use services.
- Working with Barod's recruitment and volunteer co-ordinator to develop volunteers within the team.
- A full-service audit resulting in a refresh of all paperwork and resources including drug leaflets, service leaflet and promotional materials.
- A range of activities for young people and the team including wellbeing walks, cold water dips, paddle boarding, sunflower maze, Pen Y Fan, pumpkin picking, and the annual Christmas trip to Winter Wonderland.
- Supporting the development of the University of South Wales 'Hi House' peer support service.
- Further development of the N-gage professional training package to include two new sessions – 'Sex and Substances' and 'Drug Paraphernalia - Secret Stash'.
- A refreshed approach to all N-gage social media content.
- A high level of engagement activity across Gwent delivering workshops, drop-in sessions, and events.



N-GAGE CAMPAIGNS

Gwent N-gage have delivered a range of campaigns throughout the year including a summer harm reduction campaign, Christmas harm reduction advent calendar and substance specific campaigns for cannabis, edibles, ketamine and solvents. All substance related campaigns have been needs led and in response to reported increase in use and/or associated harms.

Service user involvement has been an essential part of service delivery throughout the year.

The new sex and substances professionals training session was developed using responses from a survey monkey questionnaire that was completed by 100 young people. This provided key information on the issues arising with young people and ensured that local data could be included within the session.

Young people have been integral in all N-gage recruitment during the year and a young person representative has been part of all interview panels.

In preparation for the re-commissioning of young person's services in Gwent, Public Health Wales undertook a full review of the service. Several young people engaged with the service took part in the review consultations. Following this, one young person has also now gone on to become a volunteer with the service and is currently working through her volunteer induction.

An N-gage young person's focus group was developed during the year, and over 3 sessions young people provided feedback on N-gage social media, training and workshops and gave a useful insight into key issues/concerns for young people across Gwent.

“
‘This training, like all the others I have recently been on has been out of this world. The N-gage team really do give one of the best trainings I have been on. The amount of knowledge both trainers have (Lisa and Lou) and can explain in ways professionals not in the substance world can understand is brilliant! All information is always relevant to my role and actually inspires me to go on and learn more. I also want to say thank you to both for being approachable and always making me feel valued on the training. It never feels uncomfortable or like I don't deserve to be there. I will be back on more training sessions because I just find this area fascinating and so vital when working with adult and young people from all walks of life. Its so applicable. Also the resources given . . a massive thank you for that! I will be using the Nugget . . even though it made me feel very very sad . . overall Amazing training and trainers!!!!’

Training Feedback

‘I was impressed from the start that Dai listened to J and did not push him into activities he was against (me trying to get him to go boxing!) Dai was always regular in meeting with J and his communication with us was excellent. I liked that he would meet J from school – neutral ground but would at times visit the home too. J was keen to engage with Dai as soon as he met him, Dai's laid back approach suited this grumpy teenager who can be difficult to persuade and lift. He is also really positive and goes above and beyond, he asked his friend, a champion boxer, to record J a positive message – J still plays this..... We have also accepted that if J makes bad choices he is now aware of the dangers and consequences, he has enough information to make better decisions.....I think we are all a happier family following Dai's intervention work, I will always be grateful to him’.

Parent feedback for N-gage activities and well-being worker

N-GAGE HARM REDUCTION PROVISIONS

Education

Sessions
facilitated: 298

No. of attendees:
693

Training

Sessions
facilitated: 78

No. of attendees:
-



The start of the year saw the coming together of the individual family services in Gwent to form the new stand-alone 'Gwent Drug and Alcohol Family Service'. This service has gone from strength to strength ending the year as a well-established service.

Key achievements during the year include:

- Forming a new team of skilled staff working with concerned others of all ages including under 18 support, over 18 support and specific support for parents and carers of under 18's.
- Maintaining excellent service provision with a continuously high level of referrals alongside the development of the new service.
- A well-attended weekly SMART recovery group working through topics such as communication, boundaries, and self-care, as well as providing an opportunity for sharing and peer support amongst the group members.
- Communicating the changes to family support in Gwent and promoting the new service to key stakeholders. This included service presentations to all 5 local safeguarding networking meetings across Gwent.
- Upskilling the team to ensure a full menu of treatment options can be offered to concerned others including Community Reinforcement Approach, PACT and the Parents Under Pressure (PUP) Programme.
- As a new service the team developed a new service name (Gwent Drug and Alcohol Family Service) logo and branding which was co-produced with service users.
- Developed a referral pathway and processes to align with Gwent N-gage service.
- Developed resources including GDAFS website, service leaflet and GDAFS merchandise.
- Set up GDAFS social media on platforms Instagram and Facebook.



GDAFS CAMPAIGNS

The focus for GDAFS has been promoting the new service and ensuring awareness of the referral pathway for access to support. This has been delivered via social media, service presentations, dissemination of a service leaflet and the GDAFS website.

Service user involvement has been an essential part of service delivery throughout the year.

Concerned others have been consulted with on all aspects of service development including the name, logo, website, and resources.

Concerned others have been integral in all GDAFS recruitment during the year and a concerned other representative was involved in the interview panel for the family engagement worker.

The weekly smart recovery group is well established and two of the regular attendees have trained as volunteers and are now involved in the delivery of the sessions.



“Brilliant, best thing I ever done. I would have gone under if I hadn't come.”

“The way I dropped in was dealt with professionally and you were caring. The Family Guide gave us a new prospective to also work with. You are fabulous.”

“You have been marvellous. I will keep contact number.”

“We could not see the obvious when we came to you, it is much better now, thank you.”

“We were desperately worried, anxious and scared, not knowing how to cope. From the word go you were professional, empathetic, calm, caring, knowledgeable and reassuring.”

“Just being able to chat to someone in confidence without being judged has been a huge relief. Your advice, positive communication and listening skills has definitely made a difference.”

“I only had a few sessions, but after trying and failing to get help elsewhere it's no lie to say that they were a lifeline when it seemed I had nowhere else to turn.”

Quotes from various concerned others

CYFLE CYMRU DYFED

Provides Peer Mentor support to individuals that have suffered from Mental Health and or substance misuse and are now ready and stable to progress with their lives through volunteering, education and employment. In Dyfed we deliver a wide range of activities for our service users such as; employability sessions which include CV writing, interview preparation/ mock interviews, applying for jobs as well as In work Support.

We have a wide range of certified Work Related online courses for service users to develop their knowledge and understanding in a variety of sectors. We have a diverse range of volunteering opportunities which include working with animals. Service users find this therapeutic and very beneficial to their wellbeing. We have long term relationships with Local animal rescue and training centres and have recently developed a new relationship with a local Alpaca Farm.

We have our very own allotment where service users can maintain and grow plants and vegetables which they can later pick to take home and prepare meals with. We volunteer at all the local beaches picking litter to help keep the beaches tidy. We work with local country parks in the community, clearing and maintaining bunkers, pathways and tree planting. Our services users make a difference in their communities and gain valuable experience, confidence and self worth by giving back. We offer volunteering positions within the project as many of our service users are keen to progress into employment within our field of work. Volunteers have gone on to successfully apply and secure paid positions as Peer mentors on the Cyfle project- bringing their knowledge, life and volunteering experience to the peer mentoring role.

We also run regular upcycling projects, Arts and photography groups, Peer mentoring course, Anxiety, stress, confidence, budgeting workbooks and coffee drop in sessions.

Cyfle Carmarthenshire have been gifted an allotment... the service users gain knowledge from growing fruit and vegetables, plus also they have an understanding of how to maintain garden spaces. This project also gives the SU's a sense of responsibility. Over the past year we have had the pleasure of being able to grow our own vegetables for our SU's to cook on our Warm Space Day. Feeding a considerable amount of SU's and partnership agency staff.



CYFLE CYMRU DYFED CAMPAIGNS

Here are some of our Peer Mentors at Cyfle Cymru doing a walk up Pen-y-Fan for a Recovery event. This event is to celebrate those in their recovery and the walk represents their journey. This is an annual event where all the services in Barod get together for a day.



Pembrokeshire Team putting on a cooking class for Cyfle Cymru SU's... This class was all about sourcing ingredients, portioning, cooking and budgeting. This would provide our SU's with the essential skills for everyday needs. The SU's can also take part in completing our ihasco courses on health and safety and food hygiene which enhances their skills and knowledge around a kitchen if they are interested in that line of work. Our ihasco courses can be claimed as outcomes, these can be non-accredited or work related certificates.

“

“Before I started working with Cyfle Cymru, I had no idea what to do with myself. I had nothing to do with my time, and was bored every day. Then I started going on the weekly Wellbeing Walks, which began to help me change things. Sometimes I was excited for it, sometimes I didn't feel like going, but almost every week I went. It was great to get out and chat with someone outside of my family, and it was also a chance for Sam (my peer mentor) to help me make some progress.

She helped me to find a productive way of spending my time, which ended up being an apprenticeship. She helped me by working with me to find something in the area that was suitable for me, and she also gave me support when I felt anxious about approaching or phoning employers, which was a huge help. Not every workplace is for everyone, but thanks to her I found an apprenticeship at a garage with some great co-workers. Five months in, I've never had a job this good before. And without Cyfle Cymru, I wouldn't have even known the opportunity was there for me to take.

If you're looking for a way to spend your time, I highly recommend the wellbeing walks. It really made the difference for me and gave me a chance I didn't see before. Thanks for reading.’

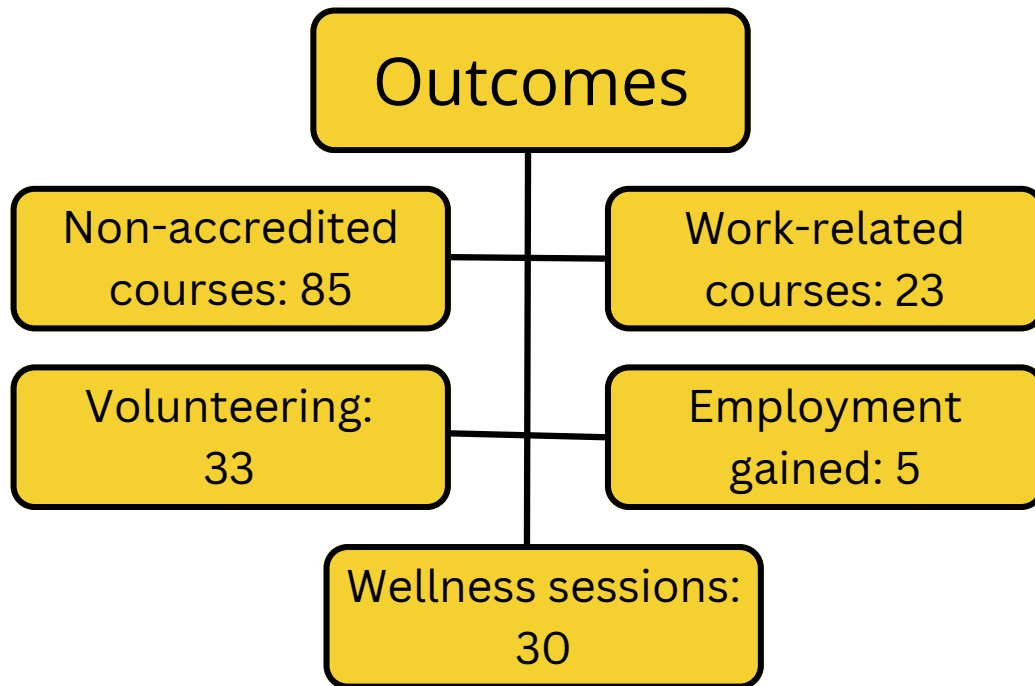
Anonymous

“The service and advice sam has provided has been very helpful, clear and understanding to not only mine but my partners problems and needs. Sam has been very easy to talk with and take advice from. She has assisted with helping my partner improve her CV and me with advice for mental health aswell as work related help. Sam has been in regular contact on a consistant basis since meeting with her and has been on time and has come across very approachable and caring. I would say anyone would be lucky to work along side Sam as her work ethic and personality are so amazing.”

Anonymous

”

CYFLE CYMRU DYFED OUTCOMES



LEARNING & DEVELOPMENT

Lucy Clare joined Barod as Training Coordinator in September 2022. She joined Sian Roberts (Barod Operations Manager) to form the L&D team. The team would be completed in July 2023 when Verity Campbell joined as L&D Administrator.

The primary aim from September 2022 was to get a full Workforce Development Plan up and running for staff to access. This would be arranged on a quarterly basis with staff able to access a PDF of courses and then use EventBrite for booking. To help inform this, the L&D team completed a roadshow across Barod to find out what staff wanted to see on the WDP, what worked well with L&D and what they would like to see improved. Requests included:

- Psychosocial interventions
- Neurodiversity
- Young People specific courses
- Drug specific topics (e.g. heroin, crack cocaine, inhalants)
- Blended approach – both online courses and face to face
- Considering the geographical accessibility of courses

The table below outlines which courses have been run between October 2022 and March 2023, how many of each, places available and training provider.

Course	Number run	Places per course	Course Provider	Training Method
Barod Induction	2	20	Barod	Online
Safeguarding Professional Discussion	2	20	Barod	Face to Face
Gambling Related Harms	1	15	Gamcare	Online
Substance Use Awareness	1	15	Barod	Online
Webchat Training	2	20	Barod	Online
Emergency First Aid At Work	1	12	Life Support Training	Face to Face
Boundaries & Code of Conduct	3	20	Barod	Online
Safer Injecting/NSP	1	15	Barod	Online
Domestic Abuse Awareness	1	12	Llamau	Online
Barod Induction Refresher (Managers)	3	20	Barod	Face to Face
Substance Awareness & Harm Reduction	3	15	Barod	Face to Face

LEARNING & DEVELOPMENT

Safer Injecting & Needle Exchange	2	15	Barod	Face to Face
BBV Training	1	12	Hep C Trust	Face to Face
Mental Health First Aid	1	14	Uplifted Wellbeing	Face to Face
Introduction to MI	1	14	Barod	Face to Face
Applied Suicide Intervention Skills Training	1	14	Uplifted Wellbeing	Face to Face
Fire Warden/Health and Safety	1	12	CE Safety	Face to Face
Domestic Abuse LGBTQ+	1	12	Llamau	Online
Casenotes	1	20	Barod	Online
Menopause & Andropause	2	20	Barod	Online
IPED Training	1	15	Barod	Face to Face
Team Leader Development Day	1	27	Barod/Emma Falkner	Face to Face
DANGOS Information Session	2	20	DANGOS	Online
Link Worker Training	1	20	Barod	Online

Other developments for the WDP included introducing a waiting list function that has been put in place for courses that are fully booked. This helps the L&D Team to monitor need and inform next quarters WDP and ensures courses are filled where possible.

A post course evaluation system is in place with data collated every quarter and examined by the L&D Team. This helps to ensure that the training sessions offered are meeting the needs of the staff and are of the highest quality. It also allows the L&D team to action any feedback promptly.

After Barod was successful in winning the new contract, the L&D team are also working with Cyfle Cymru in Dyfed to support their accredited training offer. This will continue in future.

LEARNING & DEVELOPMENT

External Courses

The L&D team have also run a number of fee-based courses for external agencies. This has brought in £2682.50 in fees between October 2022 and March 2023 which is then re-deposited straight back into L&D's budget to further meet the workforce needs. These agencies were Caredig, Maximus and Thrive. It included topics such as Alcohol Awareness, Relapse Prevention and Substance Use Awareness. The courses were delivered both face to face and online.

Accessibility

Barod has been working to improve the accessibility of the developmental opportunities that are provided to its staff. For example, staff have the option to access closed captioning for any Zoom training event that Barod provides. Slides and handouts are made available in different formats on request and in future Easy Read versions of documents will be incorporated. Training being delivered online will also include Alternate Text for images for those using a screen reader. Barod is also committed to geographical accessibility of training due to the spread of staff from Gwent up to Aberystwyth. Training that is run regularly rotates around a series of venues to try to ensure limits on staff travel. A blended approach also means that training is available via Zoom and Teams, particularly shorter sessions to avoid staff having to travel.

Future Plans

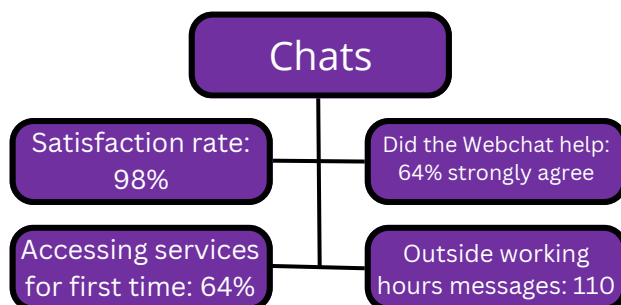
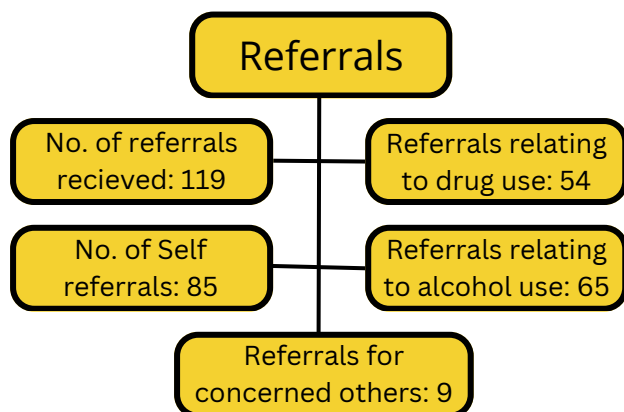
Barod is committed to continuing to develop its L&D function to ensure that staff needs are met and quality service delivery is maintained. To this end, 2023/24 will focus on increasing the pool of internal trainers to deliver a wider range of topics. Further areas of focus include management development sessions, IT qualifications, psycho-social interventions and neurodiversity. The L&D roadshow will take place again towards the end of 2023 and help to inform the year ahead.



LIVE WEBCHAT SERVICE

Over the course of the year, the Live Webchat service responded to a total of 1,898 chats, the highest number over a 12 month period since the inception of the service. Barod's Live Webchat service continues to be the only of its kind, for substance use provision, across Wales.

At any one time, a total of 52 staff members within Barod were trained and facilitated the Live Webchat Service. The below data shows the main outcomes from the Live Webchat Service

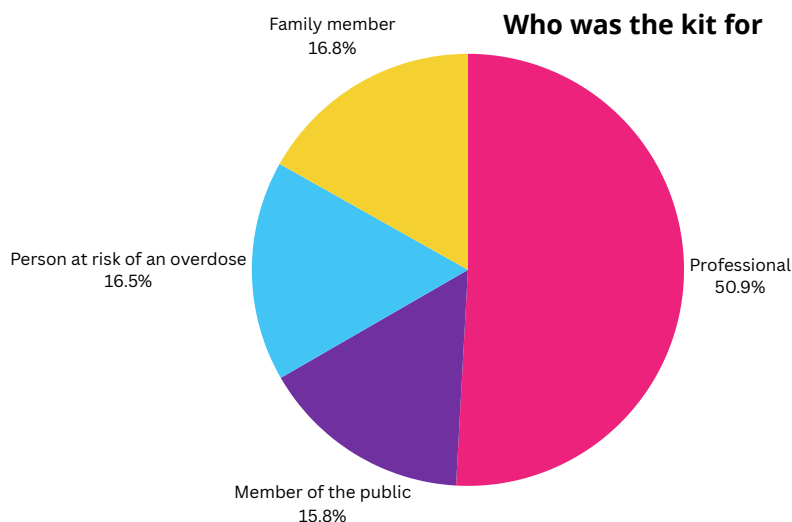
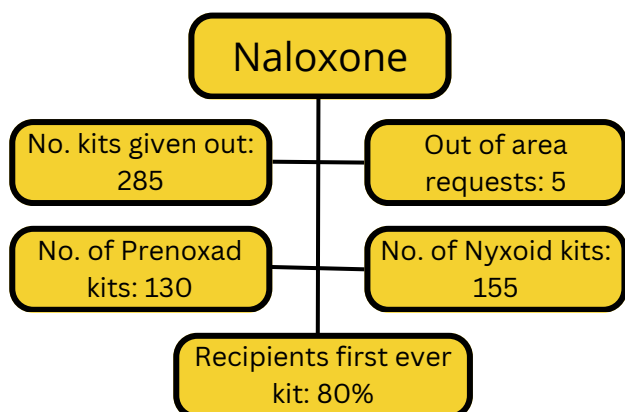


“
 "Today's experience was brilliant. I was feeling very low and sad because my daughter is unwell. Rob, who I spoke with, was excellent and he has given me a positive mindset. Thank you."
 Anonymous
 ”

NALOXONE CLICK & DELIVER

The Naloxone Click and Deliver Service continued to grow throughout the twelve months, which resulted in more kits than ever being disseminated across Wales, via this service. We also worked with other organisations, in England to advise and support the set up of their own click and deliver service, in their respective area.

Below are some of the key stats from the across the twelve months:



EVENTS AND CAMPAIGNS

Once again, Barod were at the forefront of organising events and developing and disseminating campaigns relating to substance use. The highlight of the year came on the 28th September 2022 at the DEPOT Cardiff, where we celebrated our 50th birthday.

We had some fantastic presentations delivered by George Charlton, Niamh Eastwood and Dawn Russell, that left people 'feeling emotional, inspired and determined to make changes for those within our communities'.

We also had some brilliant workshops delivered by Danielle Kitson-James and Patricia Underwood. A huge thank you to all of them for taking time out of their busy schedules to help us put on such an event and celebrate our birthday.

A total of 47 new people were trained in Naloxone on the day, as well as people having the chance to enjoy various fairground activities including a coconut shy and giant buzz wire. We also had some wonderful art on display at the exhibition which showcased some truly inspiring talent of those that access our services. Well done to Nicola who won the adult category of the Mike Parry Art Award Competition 2022 and to DDAS Carmarthenshire, who won the group category.



We also brought the Glasgow Overdose Prevention Service back to Wales. In partnership with Transform Drug Policy Foundation, we showcased the unique harm reduction service in Merthyr Tydfil, in January, which preceded an Anyone's Child event in the evening, of which a Barod staff member joined a panel consisting of people who had lost loved one's to a drug related death and former uncover policeman, Neil Woods.

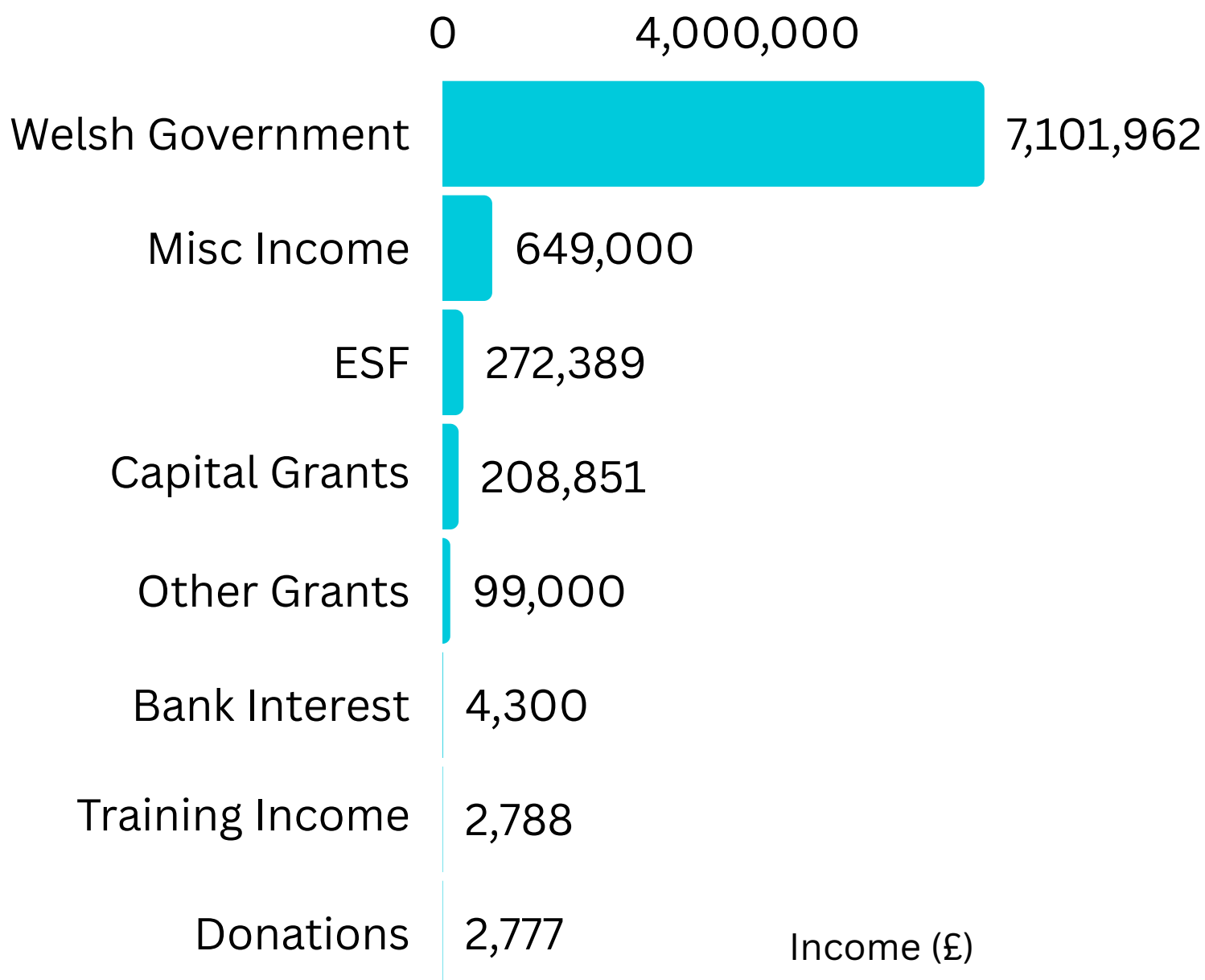
This year, as already mentioned, saw the 4th instalment of the annual Mike Parry Art Award, with the theme set at 'Celebration'. The winners of all three categories were subsequently announced at our 50th birthday event. We also continued to facilitate the annual Welsh Overdose Awareness Day, providing external stakeholders the opportunity to download graphics from our website, to share on their own social media channels, to raise awareness and mark the day. In line with the theme, 'Many Faces' we also produced three short films to highlight overdose in Wales and what is, and could be done, to reduce such situations, in Wales. As always, we also marked the global Support. Don't Punish campaign.

We also organised the first National Recovery Walk at Pen Y Fan, since the Covid-19 pandemic with a fantastic turnout and ever better achievements by those that attended.

Barod also started their own 'Think Tank' service called Drugs Unwrapped. The main aim of this, is to inform, educate and challenge the substance use field in Wales. The first phase launched in September 2022 with articles being written by experts on their respective topics. The plan moving forward is to compliment these articles by starting the first podcast produced by a UK treatment service.



Below provides an overview of the various income streams for 2022 - 2023:



#WeAreBarod



barod.cymru 
info@barod.cymru 
@wearebarod 
@wearebarod 
@barodproject 
@barod 
@wearebarod 