

DISABILITY RIGHTS UK

England & Wales · Charity number 1138585

Details

Other names THE DISABILITY RIGHTS PARTNERSHIP, DRP

Status Registered

Legal form Charitable company

Company number [07314865](#)

Registered 2010-10-26

Register [View on the Charity Commission register](#)

Contact

Address Plexal
14 East Bay Lane
Here East
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Stratford
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Website www.disabilityrightsuk.org

Activities

Objects: THE OBJECTS OF THE CHARITY ARE FOR THE PUBLIC BENEFIT(1) TO PROMOTE DISABLED PEOPLE'S INDEPENDENT LIVING AND THEIR SOCIAL INCLUSION BY PREVENTING THEM FROM BEING SOCIALLY EXCLUDED OR BY ASSISTING THEM TO PARTICIPATE AS EQUAL CITIZENS IN SOCIETY;(2) TO PROMOTE THE EQUALITY, DIVERSITY AND RIGHTS OF DISABLED PEOPLE AND THEIR ACCESS TO APPROPRIATE SUPPORT;(3) TO PREVENT OR RELIEVE THE POVERTY OR FINANCIAL HARDSHIP OF DISABLED PEOPLE, AND TO MEET THEIR NEEDS;

Activities: Disability Rights UK is the largest UK organisation led by people with all types of impairment or health condition. We are disabled people leading change, working to strengthen the voice of disabled people to make our rights real and to create a society where everyone with lived experience of disability or health conditions can participate equally as full citizens.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Amateur Sport, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,222,157	£1,996,608	£559,343	29
2024-03-31	£1,725,341	£1,724,705	£333,794	26
2023-03-31	£1,626,546	£1,607,603	£333,158	24
2022-03-31	£1,450,957	£1,442,237	£314,215	22
2021-03-31	£1,465,430	£1,339,807	£305,495	21

Trustees

Name	Role	Appointed
Celestine Evy Athena Fraser		2025-01-01
Claire Ivreen Nevin		2023-01-03
Dr Fiona Creaby		2024-01-02
Edward Walden		2025-01-01
GREGORY STEWART SMITH		2021-01-01
Liz Leach		2022-01-04
Mostafa Attia		2020-01-02
Nana Kabagwira		2025-01-01
Shelley Simmonds		2021-01-01
Victoria Livingstone-Thompson		2025-01-01

Accounts

Disability Rights UK
(A Company Limited by Guarantee)

Company No. 7314865
Charity No. 1138585

Report and financial statements
For the year ended
31 March 2025



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Reference & administrative information

Trustees:

Liz Leach	Chair
Dr Fiona Creaby	Treasurer
Mostafa Attia	
Clenton Farquharson MBE	
Celestine Fraser (appointed 01/01/2025)	
Nana Kabagwira (appointed 01/01/2025)	
Dr Naomi Lawson Jacobs	
Victoria Livingstone-Thompson (appointed 01/01/2025)	
Claire Nevin	
Greg Smith	
Shelley Simmonds	
Edward Walden (appointed 01/01/2025)	
Atif Choudhury (resigned 31/12/2024)	
Madeline Close (resigned 31/12/2024)	

Company Secretary: Nick Spencer

Chief Executive: Kamran Mallick

Company number: 7314865

Charity number: 1138585

Registered office: Plexal
14 East Bay Lane
Here East, Queen Elizabeth Olympic Park
Stratford, London E20 3BS

Auditors: Goldwins Limited
75 Maygrove Road
West Hampstead
London NW6 2EG
www.goldwins.co.uk

Bankers: Unity Trust Bank
Four Brindley Place
Birmingham B1 2JB

Trustees Annual Report

Message from Liz Leach, Chair of Trustees

2024/25 was a year of both positive opportunities and significant challenges. The whole team at Disability Rights UK (DR UK), including volunteers and trustees, has continued to work in a focused and purposeful way to make the most of these opportunities and address the challenges.

We recognise that many of the challenges we face are not only organisational but also societal. Growing concerns remain about how Disabled people are viewed and valued, as reflected in recent policy statements and political party positions. At Disability Rights UK, it is our role to challenge this at the frontline and ensure that people and grassroots Disabled People's Organisations (DPOs) are represented respectfully and accurately in policy discussions. We continue to send a strong message: Disabled people enrich society culturally, economically, and politically. Hearing our voices provides vital insights into what makes an inclusive society, one that benefits every citizen.

We remain dedicated to our vision and mission:

Vision

To create an inclusive society where Disabled people have equal power, rights, and opportunities.

Mission

To support the Disability Rights movement, campaigning for the rights and justice of all Disabled people.

We work collectively to build the capacity of Disabled People's Organisations, including DR UK, engaging and networking to speak with a unified voice on the inequalities that affect our lives.

We bring the lived experiences of Disabled people into everything we do. We challenge policymakers, institutions, and individuals to remove the barriers that exclude us.

To be in a strong position to deliver our vision, we focused the past year's strategic thinking on growth and sustainability. By growth, we mean more than financial stability. Of course, we need to generate the income to meet rising costs, but we also seek growth in our ability to influence policy, expand our membership and partnerships, strengthen the DPO network, increase participation through Our Voices, build political connections, and directly support more people.

To achieve sustainability, we will continue to build positive relationships with funders and diversify our income streams.

Disability Rights UK has always ensured that Disabled people's voices shape, lead, and guide the organisation. We remain fully committed to this, and we are embedding co-production into our work both internally and externally. To support this, we now have a dedicated team member focused on developing and facilitating our approach to co-production.

As we work toward a truly inclusive society, Disability Rights UK is also fully committed to anti-racism. We believe this is essential for genuine inclusion—to dismantle barriers, overcome misunderstanding, and achieve unity and solidarity. Our dedication to equality, equity, diversity, and intersectionality will continue to strengthen both our internal culture and the way we engage externally. Together we are better, stronger, and more resilient.

Over the coming year, we will focus on:

- Expanding co-production to ensure the voices of Disabled people shape all aspects of our work.
- Diversifying income streams to remain resilient in challenging times.
- Embedding equity and diversity through a dedicated commitment to anti-racist practice and culture.

I would like to once again recognise the continued dedication and energy of our trustees, staff team, volunteers, ambassadors, members, and partners. Without them, we would not be in the strong position we find ourselves in today.

Thank you.

Achievements and performance

Policy

Overview

The past year has been dominated by the election of a new Labour Government, the passage of the Assisted Dying Bill, harsh reductions to social security and continuing failures in public services.

The Disabled people's movement has come together, to propose a bold agenda for change through the Disabled People's Manifesto, to challenge the threat to Disabled people's lives posed by the Assisted Dying Bill and to protest against a series of cuts to social security payments.

Disability Rights UK has advocated for the rights, incomes and services of Disabled people, alongside the DPO Forum for England, DPO partners and a wide range of allies.

General Election and Disabled People's Manifesto

As part of the DPO Forum, we used the pre-election period to promote the Disabled People's Manifesto to prospective parliamentary candidates. We developed a Scorecard to promote the extent to which the manifestos of the main political parties met the demands within the Disabled People's Manifesto. We supported a national Disabled people's hustings in Manchester, where Disabled representatives from Labour, Conservatives, Lib Dems and Greens spoke and were questioned by a Disabled audience. Following the election of the new UK Government we wrote to Ministers, highlighting key disability issues within their remit. We worked to ensure that an All-Party Parliamentary Group on Disability was re-established, with an inaugural meeting in May 2025.

Social Security and anti-poverty

In autumn 2024, we joined with DPOs and allies to oppose cuts to Winter Fuel Payments that would result in 1.6 million older Disabled people losing vital help with heating costs. The Government implemented the cut but has since backtracked on its decision.

We co-led the Disability Poverty Campaign Group (DPCG) with Inclusion London, building a strong coalition for change. We lobbied for an energy social tariff and worked with the Food Foundation on a report and photographic exhibition to highlight the impact of food poverty on Disabled people.

We joined with Big Brother Watch, Greater Manchester Coalition of Disabled People (GMCDP) and National Survivor User Network (NSUN), to urge amendments to the Fraud Error and Recovery Bill, seeking to halt the mass surveillance of claimant bank accounts.

Following the launch of the welfare reform Green Paper in March 2025, we worked with others to mount a strong DPO led campaign against the appalling proposed cuts to disability benefits. This involved building support amongst MPs, organising a lobby of parliament, gaining media coverage and producing a research report on impact. This work achieved a notable success in July 2025 with the Government's climb down on cuts to Personal Independence Payment.

Social Care

We promoted the importance of social care in advance of the General Election, and the Lib Dems and Greens included commitments to increase scope and funding in their manifestos.

In December 2024, we made two submissions to the Health and Social Care Select Committee Inquiry on Social Care, one on the urgent need for change and one on the challenges for young Disabled people.

With regard to unpaid carers, we had major involvement with BBC newsnight, including having a DR UK spokesperson on the programme. This exposed the injustice of those on Carers Allowance being chased for huge overpayments, that were due to the complexities and rigidity of the payment system. The Government asked Liz Sayce to conduct an independent review, to which we contributed. We believe our evidence will feature in her report. We asked that all over payments be written off and that Carers Allowance become a non-means tested benefit.

Education and Young Disabled People

We responded to Government consultations on Disabled Student's Allowance, the teaching of Personal, Social and Health Education (PSHE) and curriculum and assessment. We made a submission on Special Educational Needs and Disabilities (SEND) to the Select Committee on education.

We had dialogue with DPOs that work with young Disabled people, to learn about what works and to assist Disability Rights UK to become more relevant.

This work has culminated in a plan for embedding work with young Disabled people across DR UK.

We increased engagement with young Disabled people on Tik Tok and launched a new monthly newsletter targeted at young Disabled people, Future Ready. Our annual conference in November 2024 centred the voices of young Disabled campaigners.

Employment

As a founding member, we continue to promote the Disability Employment Charter, which now has over 250 signatures.

In December 2024, alongside Action on Disability and Inclusion London, we met with government ministers to highlight major failings in Access to Work and to ask for changes to policies and operations and an increase in funding. Problems with Access to Work have continued to increase.

We met with Sir Charlie Mayfield, to feed into the Keep Britain Working Review. It was agreed to hold a number of sessions with DPOs in spring 2025.

In March 2025, we gave evidence to the House of Lords committee on Home Working, highlighting the importance of flexibility and reasonable adjustments for Disabled employees. We were on the steering group for research on Disabled people and hybrid and remote working, which was published in summer 2025.

Soon after the launch of the Government consultation on disability and ethnicity pay gap monitoring, we organised a webinar for DPOs on the topic. We are supportive of mandatory disability workforce monitoring and responded positively to the consultation.

Housing

We made the case for amendments to the Renters Reform Bill, seeking stronger accessibility rights for private renters. Whilst our amendments weren't accepted, the Government has come back with proposals on how to use guidance and web information, to uphold accessibility requirements.

We continued to campaign for Personal Emergency Evacuation Plans (PEEPs) for Disabled residents unable to independently evacuate in the event of fire. In December 2024 the Government made proposals to introduce Residential PEEPs and regulations were laid in July 2025. There remain major challenges with Residential PEEPs, with only some residents being in scope and with costs of adaptations sometimes falling on the Disabled resident. On a positive note, the Government is providing funding to social housing landlords, to implement PEEPs and to meet the costs of adaptations and equipment.

We secured funding for a research project on Disabled people and temporary accommodation. We are collaborating with Toynbee Hall to undertake the research.

Transport and Street Environment

We continue to make representations regarding improving the accessibility of trains and buses. We have responded to the consultation on Great British Railways (GBR), asking that there is a statutory accessibility duty on the face of the Bill and that coproduction with Disabled people is built into every aspect and level of GBR.

We worked with a group of DPOs to shape pan-disability guidance on accessible streets but have not yet achieved sign off.

Climate Change

We lobbied for the annual international climate change conference to include disability issues on its agenda but without success. We developed excellent working relationships with Greenpeace, New Philanthropy Capital and Everyday Plastics to highlight the specific concerns of Disabled people. We have secured project funding to continue work on two key projects, Everyone's Environment and the Big Plastics Count.

COVID Inquiry

The COVID inquiry is divided into 10 modules. Our work in 2024/25 included the following:

Module 1 - Resilience and preparedness

We were not granted core participant status in this module; however, we had a vested interest. The module was completed and the report was published. We will be discussing how best to pressure the government to follow recommendations from the report.

Module 2 - Core UK decision-making and political governance

We were granted core participant status in this module, which is now complete although at the time of writing the report has not been published. We plan to use the report to pressure the government on recommendations relevant to DPOs.

Module 3 - Impact on healthcare systems in the four nations of the UK

We were not granted core participant status in this module however we had a vested interest. We wrote to the Disability Charities Consortium (DCC) to explore if we could offer input to this module as they were granted core participation. We met with them and offered suggestions based on recommendations of DPOs. The module was completed but to date the report has not been published. We await the report to begin pressuring the government on recommendations relevant to DPOs.

Module 4 - Vaccines and Therapeutics

We were core participants in this module. Between October and December 2024, we developed our CEO Kamran Mallick's witness statement. He delivered his statement during the hearing in January 2025. We highlighted

inequalities in the funding of vaccines and therapeutics, the poor prioritisation of vaccine roll-out and the inaccessibility of vaccination information and venues. Throughout the hearings, we posed questions to witnesses such as Wes Streeting and various senior civil servants at the Department of Health and Social Care in concert with our legal representative Bhatt Murphy.

We also contributed to the preparation of our opening and closing statement, given in a speech by Bhatt Murphy. Module 4 was covered in this article:

<https://www.disabilitynewsservice.com/combined-impact-of-different-aspects-of-pandemic-on-disabled-people-felt-relentless-covid-inquiry-hears/>

Our CEO was also featured in this COVID-19 Inquiry podcast

<https://www.youtube.com/watch?v=SiJzU8LkAtM>

Module 5 – Procurement

We were not included as this module had limited relevance to DPOs.

Module 6 - Care Sector

Between October 2024 and March 2025 we prepared our CEO Kamran Mallick's witness statement for this module with Bhatt Murphy. In January, we submitted expert reports on the care sector. In February, Bhatt Murphy delivered our opening speech in the preliminary hearing which we developed together. We made a statement to the press based upon the speech. In March, we searched for and found an additional witness with experience of receiving care at home during the pandemic as that perspective has not been well represented. DR UK's Banane Nafeh provided a witness statement on this. This module was covered in these articles:

<https://www.disabilitynewsservice.com/covid-inquiry-hears-of-huge-rollback-in-rights-and-support-since-pandemic/>

<https://www.disabilitynewsservice.com/uks-historic-decisions-on-social-care-should-be-ground-zero-for-covid-inquiry-say-dpos/>

<https://www.theguardian.com/uk-news/2025/jul/31/covid-19-inquiry-care-homes-pandemic-findings>

Module 7 - Test, Trace and Isolate

We were not granted core participant status in this module however we have a vested interest.

Module 8 - Children and Young People

In January we began internal conversations about forming a group that could inform this module. We began outreach to potential organisations and individuals that may wish to submit evidence.

Module 9 - Economic response

Between January and March 2025 we conducted desk research to provide Bhatt Murphy with evidence and lived experiences of the economic impact of the pandemic. We submitted a request for specific topics to be addressed in module 9 based on this and Bhatt Murphy's own research. As a result, we received a rule 9 request to provide a full witness statement for this module.

Module 10 - The impact of the pandemic

In February - March 2025, with Bhatt Murphy we drafted an opening submission in the module 10 preliminary hearing. Bhatt Murphy delivered this speech on our behalf. We applied to be part of the module 10 roundtables and to have a roundtable dedicated to disabled people's experiences. These requests were rejected. The inquiry did not give a reason for this.

Assisted Dying

We joined with other DPOs to oppose the Terminally Ill Adults (End of Life) Bill. We wrote to all MPs setting out our reasons for opposition in advance of the second reading vote in November 2024. We gave evidence to the Bill Committee in January 2025. We have also provided a statement in support of a complaint to the United Nations Convention on the Rights of Disabled People (UN CRDP) Committee, relating to the inadequate and discriminatory Bill process. We continued our active opposition to the Bill in the lead up to the third reading in April 2025 but unfortunately were unsuccessful in halting the Bill's progress.

Information and advice

All of our advice services are accredited under the Advice Quality Standard (AQS), the quality mark for organisations providing advice to the public. Maintaining the accreditation provides external assurance to funders, partners and helpline users that DR UK delivers trusted, independent and high quality advice.

Personal Budgets Helpline

The Personal Budgets Helpline received a total of 532 queries over the year. One key issue identified was the low hourly rate for care and support. Many callers expressed concern that the hourly rates set by local authorities are too low to recruit and retain suitable personal assistants or to purchase care from agencies. In some cases, local authorities refuse to increase the rate, instead suggesting that Disabled people or their families should top up the difference if they wish to use an agency that charges more.

Another key issue was the refusal to consider full Disability Related Expenditure (DRE): A common issue raised is that local authorities are not consistently taking into account the full range of additional costs that Disabled people face when calculating care charges. This includes the cost of therapies, specialist equipment and increased fuel or travel expenses linked to attending day activities.

Feedback

- “I am so grateful for your advice as I really needed to hear from someone that what I am asking for is not out of the question.”
- “Your answer gives me some confidence to take up the matter with the council. I fear a funding or an hour’s shortfall if I were to pay above the set rate - but as you state to effect, one’s personal budget needs to be ‘sufficient’ to meet agreed outcomes.”
- “Thank you for all your invaluable knowledge and for caring. You have helped as much as you can and I am so grateful that your advice line exists. I don’t know where we would be without you as we could not rely on the council for giving us the correct information.”

Resources

Our Personal Budgets Helpline Adviser maintains 11 social care factsheets. From April 2024 to March 2025 these factsheets received 37,289 page visits. The top 3 factsheets with page visits were: Being in Control: Getting Personal Assistants (15,372 page visits), How much do I pay for my Personal Assistant (7,431 page visits) and Personal Budgets: The right social care support (7,406 page visits).

Members Welfare Rights Helpline

Our Members Welfare Rights Helpline is a second-tier service, providing expert advice to DPOs and other organisational members. Enquiries are often very complex, and this year totalled 235. Our expertise in social security also informs DR UK's wide policy and campaigning work on welfare reform. Key issues identified:

Personal Independence Payment (PIP): Most queries revolved around eligibility issues, assessments, changes in circumstances, hospital admissions, care homes and how to best challenge decisions.

Universal Credit (UC) and Employment and Support Allowance (ESA): Enquiries regarding UC and ESA covered similar areas but also included concerns about transitioning from legacy benefits such as ESA to UC and whether claiming UC would be financially beneficial.

There were additional issues related to the award of the limited capability for work element, permitted work for ESA, and benefits such as carers allowance, state pension, statutory sick pay and child benefit.

Appeal tribunal submissions: The helpline also provided advice and support in preparing appeal tribunal submissions.

Disabled Students' Helpline

The Disabled Students' Helpline handled a total of 1,924 phone and email enquiries, covering a variety of learning areas which we categorise as follows:

- Further Education and Adult Education (27%)
- Undergraduate study (50%)
- Postgraduate study (incl. PGCEs) (13%)
- Apprenticeships and other work-based training (10%)

The top five subject areas were:

- Funding for fees and living costs (29%)
- Disabled Students' Allowance (14%)
- Complaints (14%)
- Rights under the Equality Act 2010 (14%)
- Getting support with studies (13%)

Evidence from our enquiries is fed directly to the Department for Education each quarter to highlight where barriers remain and what must change to remove them, Direct contact with Disabled people also feeds into our policy work more broadly.

Key issues identified

Inaccessible complaints processes: Many universities and colleges are failing to manage disability discrimination complaints in a way that reflects an understanding of the student's access needs. Complaint procedures are often complex, legalistic, and emotionally demanding, yet students are given little to no support in navigating them.

Education providers rarely offer reasonable adjustments to the complaints process itself, such as changes to the format (for example smaller panel, remote meetings instead of in-person), agreeing to a parent advocate or extensions to stages to allow gathering of evidence required from medical professionals, despite the Equality Act requiring this.

In some cases, raising a complaint leads to students being subjected to fitness to study investigations or accused of being "unprofessional" or "disruptive" for

expressing distress. Students are reporting that their complaints are dismissed, minimised, or turned against them.

Barriers to legal representation: Disabled students face barriers accessing legal representation when pursuing disability discrimination complaints. Students are reporting difficulties finding legal aid funded solicitors. Solicitors and advice services are often oversubscribed, outside geographical areas or not taking on new cases. Even where students are advised to escalate complaints to the Office of the Independent Adjudicator as an alternative, they feel unprepared or unsupported in drafting complex submissions.

Many students are forced to rely on peer support, volunteers, or free advice lines, which are often already stretched, and do not have the capacity to offer casework or representation. As a result, students are often left without access to justice in situations where serious breaches of the Equality Act 2010 have occurred. This is contributing to widening inequality in outcomes for disabled students, especially those without strong family or financial support.

Barriers in accessing exam adjustments: Disabled students continue to experience barriers in accessing reasonable adjustments during GCSE and A level exams, leading to lower-than-expected outcomes and complicated appeals processes. We have heard about schools failing to apply for access arrangements on behalf of students from exam board or providing inadequate adjustments such as missing prompts, scribes, or smaller exam rooms.

These led to students underperforming in exams, despite their academic capabilities. For students who narrowly miss out on GCSE pass marks, these failures can significantly impact their post-16 education opportunities. Many are forced to re-sit exams, often without guarantees that the necessary adjustments will be in place for future attempts, placing them in a continuous cycle of disadvantage.

Accessible accommodation costs: A recurring issue on the helpline is around the high cost of accessible accommodation. Universities are required under the Equality Act 2010 to make reasonable adjustments, but there is inconsistency in how universities approach accommodation costs as part of these adjustments.

Lack of communication with parents and carers after students turn 18: Strict interpretations of data protection regulations can cut young people off from vital advocacy and family support at a time when they are least able to self-advocate.

While privacy and independence are important, this approach overlooks the reality that many Disabled students lack the skills to self-advocate effectively – this was especially in cases where students have autism or communication difficulties. Without family involvement, students struggle to navigate complex conversations and decisions, which led to missed opportunities to implement reasonable adjustments and address issues early. For some, this resulted in unrecognised struggles, unmet needs, and an inability to access appropriate support.

Exclusions from trips and placements due to risk assessments: Disabled students were excluded from trips and placements based on poorly considered risk assessments that failed to balance safety concerns with inclusion. This was due to due to perceived risks rather than actual risks. Institutions often neglect to consider reasonable adjustments or support strategies to mitigate risks, resulting in indirect discrimination and barriers to participation.

Feedback

Survey results indicated that 93% of users rated our information and advice as useful.

“I had an issue with (my university) around January where their policy for subsidy for studio rooms was very unfair, I would have been paying more than any non-disabled person I knew even with subsidy applied. Your advice helped me word my formal complaint and have the confidence that I'm right to actually make one. I'm now paying approximately £4,000 less a year than what they were asking and trying to get this to apply to every student like me here from now on. Thank you, I'm glad I can still go to university and that I don't have to worry much about money anymore.”

“Using this we were able to highlight to his university, how they had perhaps unknowingly discriminated against him because of his disability. The result was they have agreed to allow him to re-sit his Year 2. So a huge thank you.”

"The person that replied to me was quick and full of positive information that helped me appeal my partner's suspension from college after an incident."

"Without the advice, I would be £3,000 worse off."

Resources

From April 2024 to March 2025, our education factsheets and guides received 175,058 page visits. 94% of users reported an increased awareness of their options and greater confidence in choosing their own career paths after using our factsheets and guides. We also produced three new factsheets in response to the nature of our enquiries: Careers advice and post 16 learning options, Exam Access Arrangements for GCSE's and A levels: FAQs and Accommodation support for Disabled students.

Online information sessions

We delivered various webinars, including a workshop for 30-35 Student Union Advisers across the UK, receiving feedback that our helpline is an invaluable resource and that our session was a conference highlight. The workshop focused on:

- how Student Unions can effectively advocate for Disabled students, ensuring that their rights are upheld and that they receive the support they need to thrive.
- ways in which Student Unions can enhance support for Disabled students, not just through advocacy but by promoting awareness about disability issues through organising workshops, training sessions and awareness campaigns.

We spoke about creating platforms for Disabled students to voice their concerns such as setting up peer support networks and forms to share experiences. We highlighted the importance of collaborating with Disabled Peoples Organisations which can provide resources, expertise and opportunities to expand their reach.

Engagement

Influencing public attitudes and behaviours – digital comms and website

Headline Statistics:

- April 2024 - March 2025
- Website Views: 2.9 million
- Website Views per session: 1.2

Top resource pages:

1. WCA (226,973)
2. New Style ESA (94,029)
3. New style JSA (47,467)
4. PIP (42,482)
5. Disabled Students Allowance (37,876)

Facebook

- Page reach: 94,335
- Content interactions: 13,798
- Link clicks: 5,797
- Visits: 25,407
- Page visits: 263,200

LinkedIn

- Engagements: 6,705
- Page views: 5,344
- Unique visitors: 2,465
- New followers: 3,690

New Bluesky account, October 2024 - 5,568 followers.

Disability Rights UK's E-news saw a small increase in recipients, from 15,353 to 16,219. However, unique opens saw a considerable increase in engagement, from 23.19% to 39.11%.

TikTok

Our TikTok presence has grown significantly. Our followers have increased from 1,307 to 5,755. We have had a total of 40,700 likes across our Tik Tok channel. Our TikTok videos reached over 408,000 views over the past year and

achieved strong engagement through the use of trending sounds and relatable content. We have used TikTok to deliver advice and information to Disabled people. For example we created a video using the “and then I go and spoil it all...” trend to challenge misconceptions about needing adjustments. This gained 15,900 views, 1,675 likes, and 75 saves. The video promoted our “Adjustments for disabled students and apprentices” factsheet.

Future Ready

We launched Future Ready, a new platform and newsletter to engage Disabled young people more directly. The platform bridges the gap between online engagement and in-person relationship building. It allows us to connect with a broader audience, encompassing all Disabled people seeking support within education and employment.

The Future Ready e-newsletter serves as a key tool for strengthening this connection. It includes personal stories, a Q&A section, policy updates and signposting to useful resources. The newsletter helps our network feel connected, supported, and empowered to engage with and contribute to the wider disability movement. We have also launched a dedicated hub for all Future Ready content.

DPO engagement

2024/25 was a pivotal year for the DPO Development and Disability Justice project, marked by the announcement that our funding from the Legal Education Foundation would be successful renewed from April 2025.

The year was characterised by a dual strategy: providing critical crisis support to the DPO sector in response to external threats, such as welfare reforms, while simultaneously laying the groundwork for long-term, systemic change.

The key strategic achievements were:

- **Securing the Project's Future:** Renewed funding ensures the continuation of this critical work until 2028.
- **Shifting the Sector to Intersectionality:** We successfully advocated for the DPO Forum England to adopt an intersectional, disability justice approach, changing its terms of reference and committing to anti-racist,

decolonial practice. We successfully negotiated the establishment of a steering board comprising intersectional DPOs. This will radically shape the inclusion and representation of the DPO sector – shifting the largest campaigning forum to a disability justice and intersectional approach.

- **Building Collective Power:** Our Funding Justice Collective gained the DPO Forum's endorsement, and developed strong relationships with Civic Power Fund, Trust for London and the LGBTQ+ Consortium.
- **Embedding Disability Justice:** We established a strategic relationship with Sins Invalid, culminating in our project lead being officially trained as a Disability Justice trainer, positioning DR UK as a central hub for Disability Justice learning in the UK.
- **Delivering Tangible Support:** We provided crucial crisis resources and support to the DPO sector during the Welfare Cuts campaigning, enabling core facilitation and direct action.

Priorities for 2025-2026 include:

1. Establishing the Intersectional DPO Forum with the DPO Forum England.
2. Hosting the Funding Justice Funder Roundtable and campaign launch.
3. Publicly launching the DPO Directory.
4. Delivering Disability Justice training to the sector and wider partners, leveraging our new trainer status.

Partnerships

Get Yourself Active (GYA), Sport England system partner

Over the past year, Disability Rights UK has strengthened its role as a system partner of Sport England by embedding lived experience at the heart of its work, fostering a learning culture, and building the capacity of both staff and external partners. Practical steps have included co-designed workforce training, the establishment of steering and co-production groups with Disabled people's representation, and more regular reflective learning across teams.

These changes have ensured that our programmes are shaped with, not just for, Disabled people, and that our organisational strategies are aligned with the principles of Uniting the Movement. We have also developed new resources and support offers for grassroots Disabled People's Organisations (DPOs), while deepening our own equity and inclusion commitments through our policies and working culture.

At the same time, we have made progress in collaborative working, community engagement, and influencing wider systems to remove barriers to physical activity. Highlights include the Activity Trap research, which has shaped national policy debates and raised awareness of systemic disincentives to being active; the expansion of our Moving Social Work training into universities, embedding activity into professional practice; and co-producing a shared narrative.

Through GYA Local, we have strengthened the role of lived experience in decision making by integrating Disabled people directly into our steering groups, alongside local authority, health, physical activity and voluntary sector, ensuring their voices remain central even where local Disabled People's Organisations (DPOs) are less active.

We have also co designed and delivered local workforce training, and co production training led by people with lived experience, embedding inclusive practices and building capability within communities. Feedback has highlighted the authenticity and practical value of this approach, demonstrating how GYA Local is helping to drive meaningful and sustainable change.

Through these initiatives, we are contributing to long-term cultural and systemic change, shifting power to communities, supporting DPOs as local change agents, and positioning physical activity as a rights and social justice issue. Looking forward, our priority is to build sustainable models of co-production, deepen grassroots leadership, and ensure that inclusion is embedded as a core design principle across all systems we engage with.

Moving Social Work

Moving Social Work is an evidence-based and co-produced education programme designed to encourage social workers to speak about physical activity with Disabled people within care planning and assessments.

Disability Rights UK and Durham University have further extended their partnership with Sport England who have provided a further £1 million investment to develop and implement Phase 2 of the programme. This phase is now underway with over 2,500 practicing and student social workers having accessed the co-produced training resources since January 2024 with more training sessions planned in both Local Authority and academic settings.

The programme is also currently undertaking test and learn work at dedicated sites with an external evaluator supporting and gaining insights which will support the on-going research findings being collated by Durham University. This work includes a focus on providing a more place-based work enabling and supporting social workers to better support Disabled people to get active with an additional piece of work being undertaken with Active Partnerships to establish how these connections within localities could support social work practice in engaging more confidently with accessing physical activity for Disabled people.

This is all in continuation of the work undertaken in Phase 1 by the Get Yourself Active team and Durham University.

Research and evaluation will be on-going throughout the programme to ensure that the training programme being developed is continually considering the needs and benefits for Disabled people. Within this, Durham University are undertaking focused research around four areas; Intersectionality, Interprofessional working, Conversational Analysis and Champions work. This

will provide deeper insights into practice knowledge and how the wider programme could be further enhanced through the addition of these.

We hosted a national event in September 2024 during which we brought together stakeholders (including people with lived experience) to provide a blueprint for working together as the project matures and develops. We have re-established our relationships with external key partners and have set up an Advisory board to support the strategic development of the programme.

Co-Production

Over the past year, we have continued to build momentum around embedding co-production within Disability Rights UK. A key development has been the initiation of a partnership with the Co-production Collective, an organisation with extensive experience in supporting organisations to embed co-production.

As part of this work, we have established a co-production group to help guide and shape our approach. This group brings together people with lived experience, representatives from Disabled People's Organisations (DPOs), and current DR UK staff. Their involvement will be central to the development of our five-year co-production strategy and to ensuring we remain aligned with co-production principles throughout the organisation. We will also be looking at the structures and processes we have in place throughout the organisation and how we can ensure that these are set up in a way that allows co-production to take place.

We are currently co-designing our first internal training session with staff, aimed at deepening understanding of co-production and exploring practical ways to implement it. In addition, we will be hosting public sessions to broaden engagement and share learning with the wider community.

Another milestone has been the launch of our new resource, the Co-production Narrative - a high-quality, co-produced guide designed to support organisations in embedding co-production within their work. Looking ahead, we plan to build on this by developing further resources and delivering a series of webinars to maintain engagement and momentum following the launch.

We will continue to build on and embed co-production as our methodology across DR UK and share our learning across DPOs and the wider voluntary sector.

Career opportunities – Leadership Programmes

This year has seen our Leadership Academy Programme (LAP) strengthen and expand its partnerships. We are proud to have delivered repeat cohorts with the Local Government Association (LGA) and Moorfields NHS Trust, reflecting the trust placed in our programme and the tangible outcomes it delivers.

We also established new collaborations with NHS Shrewsbury and Amey, marking important milestones in our growth. Discussions with Croydon Council are also progressing positively. If secured, this partnership will provide leverage to approach other local authorities. Similarly, the Amey partnership, as our first in the construction sector, opens the door to engaging with similar organisations in new industries.

Our bespoke programme model remains central to LAP's success, ensuring content is co-designed and aligned with the strategic objectives of each partner organisation. This tailored approach provides measurable impact, supporting both organisational culture and individual growth.

The facilitation pool has grown significantly, with new trainers bringing fresh expertise and perspectives. This expansion has enriched content delivery, widened our reach, and enhanced the overall learning experience for delegates.

Each year, LAP equips Disabled professionals with the tools, confidence, and support to step into more senior roles, take on new responsibilities, and embrace authentic leadership. Delegates consistently report that LAP provides a rare safe space to share lived experiences, strengthen leadership skills, and build a lasting peer network.

An excerpt from the kind words shared following our recent Moorfields Graduation.

“Dear Katrina. Thank you very much for the kind words of appreciation. Truly, it’s been an amazing graduation ceremony- the participants and their mentors were simply fascinating, and I am really proud of them. The CEO, the directors and members of the SLT were all visibly impressed. Our special and collective thanks is reserved for you and Graham for the fantastic support and guidance you both afforded the EDI team throughout the programme, and for crowning it with the Brilliant speeches delivered at today’s graduation. The 2nd cohort is now closed, so the focus now is on the 3rd cohort”.

The year ahead will focus on broadening our partnerships, deepening our impact, and securing new pathways for Disabled leaders across sectors. By continuing to grow our pool of facilitators and Mentors, invest in innovative programme design, and extend our reach into new industries, LAP is positioned to build on its strong foundation.

We plan to continue to invest in the future through the co-creation of a young people’s leadership programme. This initiative will extend LAP’s impact to emerging leaders at the earliest stages of their journey.

Our long-term vision remains clear: to ensure that Disabled people are at the heart of shaping inclusive workplaces and to establish LAP as the leading provider of leadership development for Disabled professionals.

Commercial

We sold a record 43,000 Radar keys last year. The keys provide independent access to over 9,000 accessible public toilets around the UK. We still work in partnership with Nicholls & Clarke, who invented the Radar locks that are still fitted and used today. Monthly highs are a continuing trend. A customer survey at the beginning of the financial year led us to think that support for the National Key Scheme and brand recognition are strong motivations to buy from DR UK. We therefore decided to increase the price, which we had not done for over five years, with no negative effect on sales volume.

Combined income from the Disability Rights Handbook and other publications was £275k, which was up on budget. The digital version of the Handbook, which sits on the Child Poverty Action Group (CPAG) Welfare Rights platform, attracted over 800 subscribers and income exceeded £20k for the first time.

Online training continued to grow. DR UK worked with over 60 private and public sector organisations to promote and create inclusive environments, products and services. Disability Confidence training remained our primary product, mainly training managers and HR teams. In 2024/25 these organisations included:

- British Airway
- Chelmsford Council
- Dementia UK
- Doughty Street Chambers
- Engineering UK
- Francis Crick Institute
- Greenwich University
- Groundwork
- Hexagon
- Lacoste
- Methodist Church
- NIHR
- Ofcom
- Ogilvy
- Ravensbourne University
- Royal College of Psychiatrists
- Scouts Association
- Sheffield College
- White Stuff
- Young Roots

We also continued to expand the other ways we work with businesses, such as access audits and Disability Confident Level 3 Leader validation. We continued to deliver ad hoc consultancy to Business Disability Forum, Commonwealth Scholarship Commission, Motability, Plexal and South

Western Railways. We utilised our in-house expertise for external speaking opportunities.

In total our training and consultancy services delivered an operational surplus of £57k in 2024/25, continuing the growth pattern since we started offering online training during the pandemic.

Fundraising

We were delighted with the following major fundraising successes in 2024/25:

- We secured 10-year funding from City Bridge Trust, substantially increasing our sustainability to support and develop Disabled People's Organisations.
- The Disrupt Foundation awarded us ongoing funding to ensure we could continue our vital work with the Covid Inquiry
- We gained Arts Council England funding to develop Disabled people's everyday creativity with a new programme for 2025/26 called Make It Together.

With thanks to our funders

We would like to thank all our funders and supporters for their support throughout the year:

Legal Education Foundation
Department for Education
Edinburgh Trust
GD Herbert Charitable Trust
Social Enterprise Support Fund
Three Guineas Trust
New Philanthropy Capital

City Bridge Trust
Disrupt Foundation
Access to Justice Fund
Snowdon Trust
Sport England
Trust for London
Arts Council

Some special thanks to those individuals and organisations who took the time to fundraise for us during the year, including but not limited to our Marathon runners.

And finally, thank you to our members.

Our funders, supporters and members enable us to deliver our priorities and strengthen our voice.

Financial review

The year to 31 March produced a positive movement in funds of £225,549. This is a large movement and compares with the almost break-even position of £636 for 2024.

The figure included £160,000 which is an interim distribution from a legacy. The funds were received in August 2025 and are included in the year-end figures as probate was obtained in January 2025.

With this unexpected legacy, Unrestricted reserves have increased to £553,885, a level that the charity has never experienced in its merged history.

Aside from the legacy the main reason for the overall surplus was strong Radar Key sales and savings on overhead salaries. Otherwise the charity continued to operate within a tight budget set at the start of the year. The management accounts are reviewed monthly by the Leadership Team and quarterly by the Finance Committee, variances are reviewed and acted upon.

The charity continued to work with its long term partners who are listed below.

The charity earned £29,614 bank interest in the year due to savings with the Charity Aid Foundation Flagstone platform. This enabled access to multiple savings accounts within the one platform and ensured cash at hand was put to good use throughout the year. Although rates have eased slightly the charity expects to earn almost a similar amount of interest in 2025-26.

The active pension arrangements for staff are all now defined contribution, and the charity has complied with its obligations under auto enrolment. The third three-year anniversary of re-enrolment was completed in July 2025. On 1 April 2025 the rate for Employer's pension contributions was increased to 5%.

The Finance team supports the charity's activities by providing financial analysis, reporting to funders and giving administration support. The charity does not hold material financial investments.

We were notified of the legacy mentioned above in August 2024. The sole beneficiaries are three charities of whom Disability Rights UK is one. The interim distribution was made in August 2025 out of cash balances and there is still a property which is being marketed. The most likely sale is to a developer and it is still in progress. Any sale will be subject to planning permission so any proceeds may not be received for over a year.

Reserves policy

Disability Rights UK reserves policy was reviewed and updated during March 2025.

The trustees have set a level equivalent to three months of operating costs for the organisation as a desired level of reserve. This fund is a contingency in the event of a sudden reduction in income, in order to safeguard the future operation of the organisation from the effects of any unforeseen variations in its income and expenditure. It also provides a cash flow for grants and contracts that are paid in arrears.

The trustees have designated reserves where there are planned commitments that cannot be met by anticipated future income alone. These reserves are broken down into a number of funds that relate to:

- The organisation's responsibilities as an employer to hold sufficient funds to provide proper notice and redundancy costs in the event of closure
- The organisation's responsibilities as a supplier to hold sufficient funds to meet its obligations

The Board recognise the need for innovation in order to grow the charity and should the need arise, spending from the reserve will be considered on a case-by-case basis.

The reserves policy and the levels of reserves required are reviewed yearly as part of the annual budgetary process.

Within the accounts, the amounts of reserves are specified in a table as follows:

Unrestricted Funds represented by:	Desired Reserves	Balance as at 31st March 2025	Description of Funds
General Purpose	£27,500	£210,000	Funds to meet running costs, based on three months overhead expenditure.
Salaries Reserve	£316,000	£330,185	Three months salaries and employers' NI contributions.
Premises Reserve – general	£13,700	£13,700	Three months' rent at current rate. Contract renewed until 31/07/2026.
Total	£357,200	£553,885	

Going concern

The charity manages its cash position very carefully. The annual budget is set and approved by the Board prior to the start of the year on 1 April. The aim is to produce a prudent and balanced budget at operational level. The budget, cash flow and financial performance are closely monitored with any negative variances being quickly addressed to ensure the financial viability of the organisation over the longer-term.

The trustees have considered the going concern issue and are confident that there are sufficient resources and plans in place to ensure the charity is a going-concern for the twelve months following the signing of these accounts.

Principal risks and uncertainties

The principal risks faced by the charity are the failure to secure new grant and trust funding and a reduction in unrestricted income through sales, donations or training and consultancy. The trustees are fully aware of this and there is a constant drive to find new sources of income. At the same time costs are monitored as closely as possible. The Leadership Team review the top risks regularly, and these are presented to every Board of Trustees meeting. In addition, the Risk Register itself has been reviewed and improvements made around actions and controls.

Structure, governance and management

The charitable company was established under a memorandum of association and is governed under its articles of association which are available on the website.

As per the Articles of Association, the Board must consist of a minimum of six trustees and a maximum of 16 of whom 75% must be Disabled people. No fewer than three quarters of the Board shall be elected by the membership and no more than one quarter appointed by the board. Currently the Board comprises 12 Trustees of whom 11 are elected and one co-opted by the Board. The Board manages the business of the charity and exercises all the powers of Disability Rights UK. It seeks to ensure the charity is compliant with charity and company law and works with its charitable objectives.

We have two sub committees accountable to the main Board, each with agreed terms of reference and delegated authority from the Board. They are the Finance Committee and the People, Equality and Governance Committee. A member of the Leadership Team is responsible for each committee. These committees can have co-opted members who are not trustees, at the discretion of the Board. These individuals are subject to the same declaration of interest policy as trustees.

The trustees delegate the day-to-day running of the organisation to the Chief Executive, supported by the Leadership Team, who are the Head of Policy, Advice and Information, Head of Partnerships, Head of Engagement and Head of Business Development.

The organisation is a private company limited by guarantee, incorporated on 14 July 2010 and registered as a charity on 26 October 2010. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Appointment of trustees

New trustees are appointed through a fair and open process ensuring, as far as possible, diverse representation from a cross section of society, including different experiences of disability and skills. Trustees are elected on a three-year cycle.

Trustee induction and training

New trustees spend a day meeting key management personnel and other members of staff to learn about the projects and programmes delivered by the charity. Incoming trustees are buddied with an existing member of the Board.

Remuneration policy for key management personnel

Remuneration for all staff, including key management personnel, is considered in the December/January period before year-end when the budget for the next year is set. There is union consultation via a member of staff under a voluntary trade union agreement between the charity and the union.

Final decisions on remuneration are made by the People, Equality and Governance Committee and Finance Committee and then ratified by the Board. This policy applies to all staff, including key management personnel.

Statement of responsibilities of the trustees

The trustees (who are also directors of Disability Rights UK for the purposes of company law) are responsible for preparing the Trustees' Annual Report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Goldwins were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 9th October 2025 and signed on their behalf by;



.....
Fiona Creaby
Treasurer

Opinion

We have audited the financial statements of Disability Rights UK (the 'Charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including [Financial Reporting Standard 102](#): The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material

misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

This report is made solely to the Charity's members, as a body, in accordance with [Chapter 3 of Part 16](#) of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's

report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

28 October 2025

Disability Rights UK

Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Income from:					
Donations and legacies	3	252,520	-	252,520	101,349
Charitable activities:	4				
Member Services		13,788	-	13,788	11,644
Promoting social inclusion		362,906	1,143,707	1,506,613	1,169,399
Advice and publications		310,621	-	310,621	285,416
Training and sponsorship		138,615	-	138,615	157,533
Total income		1,078,450	1,143,707	2,222,157	1,725,341
Expenditure on:					
Raising funds		49,139	-	49,139	54,619
Charitable activities:					
Member Services		84,241	-	84,241	77,867
Promoting social inclusion		245,601	1,165,109	1,410,710	1,160,781
Advice and publications		303,411	-	303,411	286,728
Training and sponsorship		149,107	-	149,107	144,710
Total expenditure	5	831,499	1,165,109	1,996,608	1,724,705
Net movement in funds		246,951	(21,402)	225,549	636
Reconciliation of funds:					
Total funds brought forward		306,934	26,860	333,794	333,158
Total funds carried forward		553,885	5,458	559,343	333,794

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Disability Rights UK
Balance sheet
As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible and intangible assets	9		13,335		22,244
Investments	10		6,057		6,057
			<u>19,392</u>		<u>28,301</u>
Current assets:					
Debtors	11	290,482		203,441	
Cash at bank and in hand		834,475		561,225	
		<u>1,124,957</u>		<u>764,666</u>	
Liabilities:					
Creditors: amounts falling due within one year	12	(585,006)		(459,173)	
			<u>539,951</u>		<u>305,493</u>
Net current assets					
			<u>539,951</u>		<u>305,493</u>
Total assets less current liabilities			<u>559,343</u>		<u>333,794</u>
Creditors: amounts falling due after one year			-		-
Total net assets			<u>559,343</u>		<u>333,794</u>
Funds					
Restricted funds			5,458		26,860
Unrestricted funds:					
General funds			553,885		306,934
Total charity funds	15		<u>559,343</u>		<u>333,794</u>

Approved by the trustees on 9th October 2025
and signed on their behalf by:



Fiona Creaby
Treasurer



Liz Leach
Chair of Trustees

Company registration no. 7314865

The attached notes form part of the financial statements.

Disability Rights UK
Statement of cash flows
For the year ended 31 March 2025

	2025	2024
	£	£
Net income for the reporting period (as per the statement of financial activities)	225,549	636
Depreciation	17,780	15,446
Disposal of fixed assets	-	-
(Increase) / decrease in debtors	(87,041)	(48,255)
Increase / (decrease) in creditors	125,833	(53,189)
Net cash provided by operating activities	282,121	(85,362)
	2025	2024
	£	£
Change in cash and cash equivalents in the year	282,121	(85,362)
Purchase of fixed assets	(8,871)	(6,319)
Cash and cash equivalents at the beginning of the year	561,225	652,906
Cash and cash equivalents at the end of the year	834,475	561,225

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Wholly irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. Partially irrecoverable VAT is charged in one figure to overheads.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, IT, finance, HR, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 5.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	33%
Fixtures and fittings	33%

k) Investments in subsidiaries

Investments in subsidiaries and other unlisted investments are stated at fair value.

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Pensions

The charity operates a defined contribution scheme to satisfy stakeholder pension requirements. The employer's contributions are charged to the Statement of Financial Activities as incurred.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2025

2 Detailed comparatives for the statement of financial activities

	2024 Unrestricted £	2024 Restricted £	2024 Total £
Income from:			
Donations and legacies	101,349	-	101,349
Charitable activities:			
Member Services	11,644	-	11,644
Promoting social inclusion	243,160	926,239	1,169,399
Advice and publications	285,416	-	285,416
Other trading activities	157,533	-	157,533
Total income	799,102	926,239	1,725,341
Expenditure on:			
Raising funds	39,667	14,952	54,619
Charitable activities:			
Member Services	77,867	-	77,867
Promoting social inclusion	218,659	942,122	1,160,781
Advice and publications	286,728	-	286,728
Other	144,710	-	144,710
Total expenditure	767,631	957,074	1,724,705
Net movement in funds	31,471	(30,835)	636
Total funds brought forward	275,463	57,695	333,158
Total funds carried forward	306,934	26,860	333,794

3 Income from donations and legacies

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Donations	62,906	-	62,906	68,034
Legacies	160,000	-	160,000	11,000
Bank interest	29,614	-	29,614	22,315
	252,520	-	252,520	101,349

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2025

4 Income from charitable activities

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Organisational members	12,025	-	12,025	10,125
Individual members	1,763	-	1,763	1,519
Total for member services	13,788	-	13,788	11,644
Government grants	17,455	135,000	152,455	143,175
Trust and foundation grants	-	1,008,707	1,008,707	801,239
Contracts	97,989	-	97,989	74,977
Key sales	247,462	-	247,462	150,008
Total for promoting social inclusion	362,906	1,143,707	1,506,613	1,169,399
Publications	300,621	-	300,621	276,000
Advice services	10,000	-	10,000	9,416
Contracts	-	-	-	-
Total for advice and publications	310,621	-	310,621	285,416
Training & consultancy and courses	99,354	-	99,354	144,933
Partnerships and projects	39,261	-	39,261	12,600
Total for training and consultancy	138,615	-	138,615	157,533
Total income from charitable activities	825,930	1,143,707	1,969,637	1,623,992

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2025

5 Analysis of expenditure

		Charitable activities						2025 Total £	2024 Total £
	Basis of allocation	Cost of raising funds £	Member services £	Promoting social inclusion £	Advice and publications £	Training & consultancy £	Support costs £		
Staff costs	Direct	9,345	41,101	605,959	123,308	-	373,897	1,153,610	987,151
Direct project costs	Direct	17,626	4,444	490,240	107,868	41,514	-	661,692	579,070
Office running costs	Direct	-	-	-	-	-	135,562	135,562	112,740
Premises costs	Direct	-	-	-	-	-	45,744	45,744	45,744
		<u>26,971</u>	<u>45,545</u>	<u>1,096,199</u>	<u>231,176</u>	<u>41,514</u>	<u>555,203</u>	1,996,608	1,724,705
Overhead salaries		15,268	27,075	195,769	40,902	94,883	(373,897)	-	-
Office running costs		5,159	8,689	88,783	23,428	9,503	(135,562)	-	-
Rent & rates		1,741	2,932	29,959	7,905	3,207	(45,744)	-	-
Total expenditure 2025		<u>49,139</u>	<u>84,241</u>	<u>1,410,710</u>	<u>303,411</u>	<u>149,107</u>	<u>-</u>	1,996,608	1,724,705
Total expenditure 2024		<u>54,619</u>	<u>77,867</u>	<u>1,160,781</u>	<u>286,728</u>	<u>144,710</u>	<u>-</u>	1,724,705	

Of the total expenditure, £831,499 was unrestricted (2024: £767,631) and £1,165,109 was restricted (2024: £957,074).

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2025

6 Net income / (expenditure) for the year

This is stated after charging:	2025	2024
	£	£
Operating lease rentals:		
Property - rent	45,744	45,744
Depreciation	17,780	15,446
Auditor's remuneration - audit fees	7,000	7,000

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2025	2024
	£	£
Salaries and wages	1,021,291	875,093
Social security costs	105,986	89,823
Employer's contribution to defined contribution pension schemes	26,333	22,235
	1,153,610	987,151

There were no other employee benefits other than those listed above.

The following number of employees received employee benefits (excluding both employer's NIC and pension contributions) during the year between:

	2025	2024
	Number	Number
£70,000 - £79,999	1	1

The total employee benefits including Employer's NIC and pension contributions of the key management personnel were £311,173 (2024 £294,719).

The charity trustees were not paid or did not receive any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

Trustees' travel travel, subsistence and hotel expenses totalled £3,721 (2024: £4,263). Some trustees do not claim any expenses for travel and subsistence.

Staff numbers

	Average number of staff employed during the year		Average number of FTE staff employed during the year	
	2025	2024	2025	2024
	Number	Number	Number	Number
Raising funds	1.1	0.8	1.0	0.7
Member Services	1.8	1.7	1.6	1.5
Promoting Social Inclusion	18.8	17.4	16.4	15.1
Advice and publications	5.0	4.4	4.3	3.9
Training and consultancy	2.0	1.3	1.8	1.1
	28.7	25.6	25.1	22.3

Average number of staff is based on head count and FTE is based on hours worked compared with full time.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2025

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible & intangible fixed assets

	New website (intangible) £	Computer equipment £	Fixtures and fittings £	Total £
Cost				
At the start of the year	36,170	38,294	4,165	78,629
Additions in year	-	8,871	-	8,871
Disposals in year	-	-	-	-
At the end of the year	<u>36,170</u>	<u>47,165</u>	<u>4,165</u>	<u>87,500</u>
Depreciation				
At the start of the year	20,929	32,954	2,502	56,385
Charge for the year	12,058	5,057	665	17,780
At the end of the year	<u>32,987</u>	<u>38,011</u>	<u>3,167</u>	<u>74,165</u>
Net book value				
At the end of the year	<u>3,183</u>	<u>9,154</u>	<u>998</u>	<u>13,335</u>
At the start of the year	<u>15,241</u>	<u>5,340</u>	<u>1,663</u>	<u>22,244</u>

All of the above assets are used for charitable purposes.

10 Investments

	2025 £	2024 £
Investments at fair value:		
Preference shares in Santander UK plc	913	913
Investment in Helpcard Holdings Ltd	5,142	5,142
Investment in subsidiary undertakings incorporated in the UK	2	2
	<u>6,057</u>	<u>6,057</u>

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2025

11 Debtors

	2025	2024
	£	£
Trade debtors	96,124	175,205
Other debtors	167,202	6,086
Prepayments	14,768	12,151
Accrued income	12,388	9,999
	290,482	203,441

12 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	123,384	37,447
Taxation and social security	31,632	43,314
Other creditors	12,899	23,672
Accruals	33,985	80,254
Deferred income	383,106	274,486
	585,006	459,173

Deferred income

	2025	2024
	£	£
Balance at the beginning of the year	369,967	369,967
Amount released to income in the year	(369,967)	(369,967)
Amount deferred in the year	383,106	274,486
Balance at the end of the year	383,106	274,486

	2025	2024
	£	£
50th Handbook pre-orders, invoices raised and online payments received	71,883	67,643
Handbook published end of April 2025		
Grants subject to performance-related conditions (shown as deferred in restricted note)	273,742	140,852
Training and consulting projects	37,481	65,991
	383,106	274,486

The grants above are "grants subject to performance-related conditions received in advance of delivering the services required by that condition". These are "accounted for as a liability and shown on the balance sheet as deferred income" in accordance with the Charities SORP para 5.24. The income, when released, flows through the restricted funds part of the SOFA and the grants are referred to as "deferred" in the restricted funds note.

13 Pension scheme

The charity operates a defined contribution pension scheme with Friends Life which is a qualifying scheme for auto-enrolment.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2025

14 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2025			
Tangible fixed assets	13,335	-	13,335
Investments	6,057	-	6,057
Net current assets	534,493	5,458	539,951
Long term liabilities	-	-	-
Net assets at the end of the year	553,885	5,458	559,343

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2024			
Tangible fixed assets	22,244	-	22,244
Investments	6,057	-	6,057
Net current assets	278,633	26,860	305,493
Long term liabilities	-	-	-
Net assets at the end of the year	306,934	26,860	333,794

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2025

15 Movements in funds

		At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	At the end of the year £
Year ended 31 March 2025					
Restricted funds:					
Department for Education	Apr - Mar	-	135,000	(135,000)	-
Sport England - System Partner	To 31 March	-	364,032	(364,032)	-
Sport England - Moving Social Work 2	Deferred	-	303,233	(303,233)	-
City Bridge Trust - advice work in London	Finished	-	26,250	(26,250)	-
DSA QAG	Ongoing	26,860	-	(21,402)	5,458
The Three Guineas Trust	To 31 March	-	130,000	(130,000)	-
The Three Guineas Trust - diversity	To 31 March	-	5,000	(5,000)	-
The Legal Education Foundation	Deferred	-	117,483	(117,483)	-
Disrupt Foundation - see below	Deferred	-	38,500	(38,500)	-
Trust for London - housing	Deferred	-	14,709	(14,709)	-
Access to Justice	Deferred	-	9,500	(9,500)	-
Total restricted funds		26,860	1,143,707	(1,165,109)	5,458
General funds - unrestricted		306,934	1,078,450	(831,499)	553,885
Total charity funds		333,794	2,222,157	(1,996,608)	559,343
Year ended 31 March 2024					
Restricted funds:					
Department for Education	Apr - Mar	-	125,000	(125,000)	-
Sport England - System Partner	To 31 March	-	328,973	(328,973)	-
Sport England - Moving Social Work 1	Finished	-	11,701	(11,701)	-
Sport England - Moving Social Work 2	Deferred	-	130,158	(130,158)	-
Sport England - Together Fund	Finished	-	51,428	(51,428)	-
City Bridge Trust - Bridge to Work	Finished	-	6,000	(6,000)	-
City Bridge Trust - advice work in London	Quarterly	-	35,000	(35,000)	-
DSA QAG	Ongoing	57,695	-	(30,835)	26,860
The Three Guineas Trust	To 31 March	-	100,000	(100,000)	-
The Three Guineas Trust - diversity	To 31 March	-	5,000	(5,000)	-
The Three Guineas Trust - UNCRPD	Finished	-	35,000	(35,000)	-
The Legal Education Foundation	Deferred	-	83,052	(83,052)	-
Disrupt Foundation	Deferred	-	250	(250)	-
Social Enterprise Fund	Deferred	-	14,677	(14,677)	-
Total restricted funds		57,695	926,239	(957,074)	26,860
General funds - unrestricted		275,463	799,102	(767,631)	306,934
Total charity funds		333,158	1,725,341	(1,724,705)	333,794

Purposes of restricted funds

The Department for Education. To reach, inform and advise young disabled people on their post 16 options and to ensure their voices influence DfE policies.

Sport England - Get Yourself Active System Partner, a continuation of Get Yourself Active. The programme is to create opportunities for Disabled people with Long-Term Health Conditions to be physically active in a way that is right for them, by working with local and national partners. Disability Rights UK became a System Partner of Sport England on 1 July 2022 and the project runs to 31 March 2027. Get Yourself Active started in February 2015.

Sport England - Moving Social Work Part 2. A Sport England project, in partnership with Durham University that aims to develop research led teaching and community-based training materials and resources on physical activity to influence social work practice of today and tomorrow and improve disabled people's health. Part 2 started 1 January 2024 and runs for 4 years.

City Bridge Trust - advice work in London. The grant is from City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628). The grant is towards the salaries, operating and management costs of the London element of our Independent Living Helpline and Members' Advice Line. The grant finished in December 2024.

The Disabled Students' Allowance Quality Assurance Group (DSA-QAG). In March 2020, we received a restricted donation of £80,000 from DSA-QAG, following the closure of that organisation. The donation is restricted to work associated with assisting disabled students to enter and succeed in higher education and will finish 25/26.

The Three Guineas Trust is one of the Sainsbury Family Charitable Trusts. The funding is to increase our capacity to influence policy change across areas such as the welfare benefits system, education, employment and social care.

The Three Guineas Trust - diversity project. This funds our anti-racist work and informing on future strategy

The Legal Education Foundation (LEF) have funded our work to build capacity within Disabled People's Organisations (DPOs) over a three year period. The aim of the work is to make DPOs, and the sector, more sustainable and more able to apply for and obtain funding. The funding was renewed on 1 April for a further 3 years.

Disrupt Foundation. This funding enabled us to work in partnership with People's Voice Media to gather stories from disabled people about their experiences during the Covid pandemic. Further funding was received in January for the period January to December 2025.

Trust for London - housing. The funding is for work with Disabled people and people with long term health conditions who are impacted by the condition of their temporary accommodation.

Access to Justice Fund - this fund, working with Inspire Legal, is to increase the knowledge and ability of disabled people's organisations (DPOs) to understand and use the Equality Act to support disabled people.

16 Operating lease commitments

There are no future lease payments under operating leases.

The only operating lease was on the photocopier which ran for 5 years and finished in January 2022. We are currently just paying for the paper and printer ink costs.

The contract for the office in Plexal was renewed on 1 July 2025. It is for one year at the rate per month of £3,812 plus Vat

17 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

18 Related party transactions

There are no related party transactions to disclose for 2025 (2024: none).

Accounts

Disability Rights UK

(A Company Limited by Guarantee)

Company No. 7314865
Charity No. 1138585

Report and financial statements
For the year ended
31 March 2024



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Reference & administrative information

Trustees:	Liz Leach Murphy Madeline Close Atif Choudhury Mostafa Attia Joanne Becker Greg Smith Shelley Simmonds Claire Nevin Clenton Farquharson MBE Dr Naomi Lawson Jacobs Dr Fiona Creaby	Chair Vice Chair/Acting Treasurer Resigned 4 th February 2024 Treasurer, appointed 2 nd January 2024
Company Secretary:	Nick Spencer	
Chief Executive:	Kamran Mallick	
Company number:	7314865	
Charity number:	1138585	
Registered office:	Plexal 14 East Bay Lane Here East, Queen Elizabeth Olympic Park Stratford London E20 3BS	
Auditors:	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG www.goldwins.co.uk	
Bankers	Unity Trust Bank Four Brindley Place Birmingham B1 2JB	

Trustees Annual Report

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2024. The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

A message from Liz Leach Murphy, Chair of Trustees

2023/24 has been another productive and purposeful year at Disability Rights UK (DR UK) where the team and the trustees have worked positively together to bring about clarity on strategy and future direction.

Last year the team commenced work on strategy development, creating the opportunities to talk to members of DR UK and other Disabled Peoples Organisations about what we need to address the current issues we face as well as work towards a positive future. Now we have a completed and aspirational strategy to drive DR UK and its members into 2026.

As a key part of the strategy development, we reviewed and renewed the Vision, Mission, Principles, and Organisational Structure, meaning that we continue to be purpose-driven and aligned in values and actions.

DR UK renewed vision; **'To create an inclusive society where Disabled people have equal power, rights and equality of opportunity'**. Everything we deliver moving forward will be to work towards this vision.

One way we are making progress towards this vision is through DR UK's newly launched website. This is now managed by the DR UK communications and digital lead. As a result, in the last 6 months, we have seen a significant increase in the number of visitors to the site and the length of time for each visit. People are using the site to access information and advice on issues regarding their rights in terms of welfare benefits as well as general information about the cost-of-living crisis faced by Disabled people.

DR UK's influence and presence in policy and campaign work have increased over the last year. We are a core participant in the COVID-19 General Enquiry, which is significant in recognising the negative experiences of Disabled people throughout the pandemic.

DR UK has also worked closely with other Disabled Peoples Organisations (DPOs) around England to present collective experience to the United Nations as it gets ready to review the progress made by the UK government in its obligations to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) treaty.

As a nation, we continue to face inequalities and hardships, which is especially demonstrated through the cost-of-living crisis and the proposed changes to public transport ticket offices; DR UK remain hot on each topic in making sure that Disabled people's voices are heard.

We have achieved all this while remaining a financially robust and sustainable charity. During one of the hardest economic periods, we have even experienced growth. DR UK is in a strong position to continue to advocate for change and play an active part in the DPO networks across the UK.

We look forward to implementing the new strategy and making progress towards a more inclusive society in the coming year.

I would like to recognise the dedication and energy given to the work of DR UK by our CEO Kamran Mallick, our trustees, the staff team, volunteers, ambassadors and our partners. It is through this that we can begin to realise our ambitions for the future.

Thank you.



Liz Leach Murphy
Chair

Objectives and activities

We launched our new strategic areas, a new Vision and Mission and our values this year. These are outlined below:

The social model of disability underpins all our work, and we recognise that Disabled people experience vast and varied barriers. These are frequently compounded depending on their identity. Disability Rights UK is inclusive to and works for the equality of all Disabled people – regardless of their gender identity, race, sexuality, or religion.

We are committed to improving representation across the board within our organisation and aim to take an intersectional approach in all we do. We understand that, although our barriers and experiences may differ, all fights for inclusion, equality and equity benefit everyone.

Our key decisions are made through our members who elect the Board of Trustees: and by our Leadership Team (LT). We work with our members to influence national policy on independent living, benefits, education, employment, transport, human rights and other issues - shaping policy through direct experience and expertise. We also work with our local individual and organisational members to empower and to influence local policy and services.

Our Trustees and staff have a wide range of personal experiences of disability including mental health issues, autistic spectrum, learning difficulties, sensory impairments, long-term health conditions and mobility impairments.

We work hard to be inclusive and to understand and reflect the interests of everyone living with disability/health conditions. Our staff and Trustees come from a range of communities and backgrounds, including different faiths and minority ethnic communities.

Vision

To create an inclusive society where Disabled people have equal power, rights and equality of opportunity.

Mission

To support the Disability Rights movement campaigning for the rights and justice of all Disabled people.

We work together to build the capacity of Disabled People's Organisations including DR UK, engaging and networking to speak with a unifying voice on the inequality that affects our lives.

We bring the lived experiences of Disabled people to everything we do. We challenge policy makers, institutions and individuals to remove the barriers that exist for us as Disabled people.

Values Statements

Disabled people matter because we are here, because we belong, and because we are part of human diversity. Human beings are wondrously different in so many ways and we celebrate this.

- We uphold Disabled people's human rights and oppose racism and all forms of discrimination.
- We are driven by the experience of Disabled people in all its richness.
- We think that kindness and consideration are strengths and a necessary force for change.
- We live by the principle of 'Nothing about us without us' to ensure our full participation in everything that affects us.

Strategic Goals

1. Support, build and engage in the Disability Rights movement

1. Ensure DR UK's place is understood in the community and sector we operate, and that we are clear about our role.
2. Continually develop our understanding of engagement with Disabled people, allies and the wider society.
3. Create opportunities for feedback and co-production where possible.

2. Grow ourselves and the DPO sector

1. Help to build capacity and resilience of our sector (Disabled People's Organisations - DPO).
2. Create a supportive environment for DPOs – through networking and engagement.
3. Grow our capacity with purpose and resilience.

3. Advocate for change

1. Influence UK Government, national regulators and institutions.
2. Influence local decision makers through working with local/regional DPOs.
3. Work to unify the voice of Disabled people.

4. Develop our knowledge and understanding

1. Capture our impact – through strategic and targeted evaluation.
2. Work in partnership to develop the evidence base.
3. Share our learning.

5. Advise and inform

1. High-quality advice and information to DPOs and Disabled people of their rights and how to claim them.
2. Stakeholders (organisations and institutions) on the social model of disability, co-production and inclusive practice.

The trustees review the charity's aims, objectives and activities each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Highlights of the year

Disability Rights UK Award Recognition – Charity Governance Awards

We are proud to announce that Disability Rights UK has been awarded the prestigious Board Equity, Diversity, and Inclusion Award. This recognition reflects our unwavering commitment to promoting diversity, equity, and inclusion within our board and throughout our organisation.

With over 90% of our board members identifying as Disabled individuals, we ensure that the voices and experiences of the communities we serve are at the forefront of our decision-making processes. Our strategic focus on intersectionality, alongside our inclusive recruitment practices, highlights our dedication to creating a society where Disabled people have equal power, rights, and opportunities.

This award reinforces our mission to challenge barriers faced by Disabled individuals and serves as a testament to our ongoing efforts to advance disability rights across the UK. Together, we continue to break barriers, empower communities, and champion the rights of Disabled people.

Covid 19 Public Inquiry Core Participants

We have worked successfully with Disability Action Northern Ireland, Inclusion Scotland, and Disability Wales as core participants in the COVID-19 Public Inquiry.

We submitted evidence to Module 1 “Resilience and preparedness” [INQ000185333 - Witness Statement of Kamran Mallick, on behalf of Disability Rights UK, dated 28/04/2023 - UK Covid-19 Inquiry \(covid19.public-inquiry.uk\)](#).

DR UK's CEO Kamran Mallick was a witness for Module 2, “Core UK decision-making and political governance” [INQ000280035 - Witness statement of Kamran Mallick, made on behalf of Disability Rights UK, dated 21 September 2023 - UK Covid-19 Inquiry \(covid19.public-inquiry.uk\)](#).

The four nation DPOs will be reviewing as each new module is announced by the Inquiry and making decisions on applications for core participant status. We also held a meeting with DPOs who were specifically interested in the Public Inquiry to keep them updated and to seek evidence from them. A current list of modules can be found at the Inquiry website: [Structure of the Inquiry - UK Covid-19 Inquiry \(covid19.public-inquiry.uk\)](#).

The Disrupt Foundation supports our work on the COVID-19 Inquiry and is part of our Policy work, which was again considerable this year.

Disabled People's Manifesto

With the potential for a General Election looming, we worked with the DPO Forum England to put together a unified Manifesto set out by Disabled people. Our team has worked to be a partner and ally to all Disabled people, and the Manifesto is a testament to that. It was launched in September 2023 and used as the basis of a Manifesto Score Card, which can be viewed on the Manifesto website - [Home | DPO Forum Manifesto \(disabledpeoplesmanifesto.com\)](https://disabledpeoplesmanifesto.com).

Access to Elected Fund campaigning

We worked on a social media campaign with Centenary Action, Elect Her, and Disability Policy Centre calling for the reinstatement of the Access to Elected fund, which supports Disabled people who wish to stand at local and general elections. In February 2024, the Government's Disability Action Plan included a commitment to re-instate the Access to Elected Office Fund in 2025.

Legal Protest Rights

As inequality for Disabled people has worsened, there has been more and more interest in using legal protest to have our voices heard. We worked again with Liberty in response for a growing desire by Disabled people and our organisations to protest due to the growing inequalities we all experience. DR UK and Liberty launched information materials targeted at Disabled protesters, to ensure that the intersection between equality law and protest rights was understood. In October 2023, again working with Liberty, we held a webinar on disability and protest rights, targeted at DPOs.

Our New Strategy focusing on DPOs

As outlined in the preceding pages, our new strategy firmly places us within the Disabled People's Organisations sector. Disabled people have a rich history in the UK of building a movement and campaigning for change, culminating in landmark legislation such as the Disability Discrimination Act 1995. This is just one example, and there are so many more. There is still much more to do, and we want to support local and regional DPOs and Disabled people through them to be strong and resilient and to speak with a unifying voice as we demand change so we can take our rightful place in society.

In the year, our DPO Development Manager has carried out research on the diversity of DPOs and, importantly, looking at those that are led by and for Intersectional Disabled people. We have, through co-production, researched what the support needs of DPOs are. We plan to launch a DPO hub on our website. The hub will start with practical resources first, written by those who have worked in and run DPOs. We will also launch an online directory of DPOs in 2024/25. To follow this work, visit our website - <https://www.disabilityrightsuk.org/disabled-peoples-organisations>.

Our Voices Group

The Our Voices group has continued to meet every month throughout the year. Its core membership is listed below. The group of CEOs and policy staff from Disabled People's Organisations (DPOs) have formed a trusted group that meets to share knowledge and information and speak with a unified voice when needed.

Disability Positive	Disability Sheffield
Spectrum CIL	Leicestershire CIL
Disability Peterborough	Asian People with Disabilities Alliance
Wiltshire CIL	Living Options Devon
Wheels for Wellbeing	Disability North
WECIL	Breakthrough UK
Disability Cornwall	Centre for Independent Living Kent
Wheels for Wellbeing	Inclusion Gloucestershire

Advice and Information

Disabled people drive our organisation, our lived experiences inform what we do, say and write. The information we provide through our website and helplines is written and provided by Disabled people for Disabled people. Our helplines cover independent living, education and advice for benefit advisors. In the year, we supported over 7,000 individuals answering their inquiries on a wide range of topics. Some of the issues covered included advice on Disabled Students Allowance, the Equality Act, advice on challenging decisions for Personal Independent Payment (PIP) and support with financial assessments carried out by local authorities.

Our website received over 2.5 million page views by 1.1 million users. Visitors downloaded fact sheets on a range of topics, the most popular being information on the Work Capability Assessment.

Achievements and performance

Policy

The challenges that face Disabled people are multiple and varied, ranging across insufficient benefits and incomes, lack of vital services such as social care and education support, inaccessible information, barriers to housing, transport and the street environment and discrimination in all its forms.

Disability Rights UK works to highlight the injustices, propose solutions and influence positive change. We thank all the amazing partners we worked with, particularly Disabled People's Organisations (DPOs) but also a range of organisations fighting for equality and human rights.

Policy highlights of 2023 to 2024

Rights and Justice

Disabled People's Manifesto: Under the banner of DPO Forum for England, we contributed to the shaping and promoting of a Manifesto that set out what Disabled people wanted from a new UK Government. The Manifesto calls for a transformational disability plan that covers voice/representation, rights, independence and inclusion. The Manifesto was launched in September 2023, and we worked hard to promote it on social media and through events and conferences. In particular, we worked to ensure that all political parties were made aware of the Manifesto and that it received Trade Union support. We prepared a Manifesto Score Card targeted at political parties, questioning them on their intentions in relation to Manifesto asks.

United Nations Convention on the Rights of Persons with Disabilities (UNCPRD): In August 2023, we attended the UN in Geneva, alongside other DPOs and disability campaigners, to give evidence on the UK Government's record in respect of three Treaty Articles - independent living, work and living standards. The UN was undertaking a special inspection, to follow up on its 2016 report on these issues. The evidence provided by DPOs and activists was extremely robust, demonstrating multiple violations of the Treaty. The UK Government failed to attend the August 2023 hearing and instead gave evidence in March 2024. Disability Rights UK was an active member of the delegation to Geneva in March 2024 and secured funding to enable the attendance of ourselves and others. The subsequent UN report was extremely critical of the UK Government record.

COVID Public Inquiry: Disability Rights UK, Inclusion Scotland, Disability Wales and Disability Action Northern Ireland, were granted core participant status for module 2 of the COVID Inquiry, which related to government decision making.

On 9 October 2023, our CEO, Kamran Mallick, gave evidence, highlighting the challenges faced by Disabled people during the height of the pandemic and the failure of the UK Government to adequately engage with Disabled people or plan for our support and protection.

This evidence was followed by that of two disability academic experts, Tom Shakespeare and Nick Watson, evidence for which we had lobbied. The same day, we held a protest outside the Inquiry attended by Inclusion London, Disabled People Against Cuts (DPAC), Winvisible and ourselves to draw attention to the fact that 60% of COVID deaths were those of Disabled people.

In advance of the closing submissions for module 2(a) relating to the UK Government, the legal team met with DPOs, to finalise key points. The barrister's closing statement was extremely strong, pointing to systemic failings within UK Government. We have since secured Core Participant status for other modules of the Inquiry including those on vaccinations and social care.

Access to Elections

In April 2023, we gave evidence to a Select Committee on the inaccessibility of the voting process and the barriers affecting Disabled people, in particular photo ID. We have raised these concerns with the Electoral Commission. In summer 2023, as part of the consultation on the Disability Action Plan, the Government proposed a review of the need for an Access to Elected Office Fund. Such a Fund has previously existed and met the additional costs of reasonable adjustments for Disabled candidates. We joined with others in rejecting a review and instead calling for the re-instatement of the Fund. Through the autumn of 2023, We continued to make the case for the Fund through a social media campaign with Centenary Action, Elect Her and the Disability Policy Centre. In February 2024, the Government's Disability Action Plan included a commitment to re-instate the Access to Elected Office Fund in 2025, following consultation with Disabled people.

Disabled people and Protest

Protest rights: In spring 2023, we worked with Liberty to launch information materials targeted at Disabled protesters, to ensure that the intersection between equality law and protest rights was understood. In October 2023, again working with Liberty, we held a webinar on disability and protest rights, targeted at DPOs.

Disabled Migrants: In December 2023, we participated in a demonstration outside the Home Office, to protest at the way in which Disabled migrants were housed and left without vital care and support. This followed a high-profile case in Essex, where Disabled migrants were placed in inaccessible accommodation without care and support being provided. Our involvement in this issue has led to us becoming part of the Disability and Migrants Network and we intend to do more in this area.

Social Security and Cost of Living

Work Capability Assessment (WCA): In spring 2023, we challenged government White Paper plans to abolish the WCA. We highlighted that the plans would give more discretion to job coaches, increase sanctions and conditionality, and create unfairness by making Personal Independence Payment a gateway to receiving an additional health component of Universal Credit. Whilst there remain many criticisms of the WCA, we highlighted that it was a standard process, whereas government plans proposed to individualise every decision. As the removal of WCA wasn't planned to start until 2026, in September 2023 the government introduced new proposals to restrict eligibility for WCA. We and other DPOs spoke out against these proposals, highlighting that they would cause real harm to thousands of Disabled people. However, they were approved in modified form in November 2023 and their introduction timetabled for April 2025.

Data Protection and Digital Information Bill: We joined Big Brother Watch and allies to call for provisions allowing mass surveillance of claimant bank accounts to be withdrawn. These powers were an unacceptable intrusion into personal financial matters and would have also resulted in false allegations, for example where someone had a second bank account due to receiving direct payments. The Bill was dropped due to the General Election.

Adequacy of Benefits: In spring 2023, we gave evidence to a Select Committee on the inadequate levels of social security payments. Throughout the year, we joined calls in support of an "an essentials guarantee" to ensure benefit payments cover life's necessities. Through our leadership of the Disability Poverty Campaign Group (DPCG) we highlighted the struggles

faced by Disabled people on benefits and low incomes to pay for food, energy, care charges, medication and spiralling rents.

Energy Payments: Whilst energy bills came down in spring 2023, they remained well above autumn 2021 prices. Therefore continuing great hardship for Disabled people on low fixed incomes, requiring additional energy to maintain health and or charge vital equipment. Through DPCG, we continued to press for an energy social tariff, promised by the Chancellor in November 2022 but the government quietly dropped its commitment. Following lobbying from DPCG and others on pre-payment meters, Ofgem tightened the rules for energy companies, preventing Disabled people being automatically and forcibly moved to this method of payment.

Housing

Inquiry into Disabled people and housing: We worked with MPs to set up a select committee inquiry into Disabled people and housing. This topic has been much neglected and the scale of barriers to housing faced by Disabled people is enormous. We supported the committee's work and gave evidence in December 2023. The Committee reported in spring 2024, making important recommendations such as the urgent need to set standards for accessible new build homes and to improve the Disabled Facilities Grant. We will take these proposals forward with the new government.

Renters Reform Bill: We supported the flagship proposal to stop no-fault evictions, as well as raising our concerns about other areas of the Bill. These related to a new eviction ground of anti-social behaviour that we believed could be wrongly used against Disabled tenants, and the failure of the Bill to address inaccessible housing. The Bill was dropped due to the General Election.

Social Care

Bristol City Council proposal: In a drive to restrict funding for social care, Bristol City Council issued a consultation, proposing to move Disabled people into residential accommodation, where this would be more cost effective than providing support in their own homes. We joined with other DPOs to support a campaign against these proposals run by Bristol Reclaiming Independent Living (BRIL). We wrote to the Mayor and leading politicians arguing against the proposals and wrote news articles for print and digital media. Whilst the proposals were withdrawn in January 2024, a review of social care policy was then initiated, leading to concerns that the original proposal had not been defeated.

National Independent Living Service: Whilst there are many voices calling for improved delivery and funding of social care, DPOs have a radical vision for a very different type of service, where Disabled people set national policy and standards and lead local delivery. We worked with a small group of DPOs to distil this vision, so we are ready to lobby for it, with a new government.

Education and Employment

Inquiry into Transitions: The House of Lords Public Services Committee ran an inquiry on the transition of young Disabled people from education to employment. We advised on the terms of reference and urged that the Committee heard directly from young people. We gave written and oral evidence to the Committee and attended the online sessions organised for young Disabled people. They spoke eloquently about the lack of support that they had received from education and career professionals and their reliance on their parents to speak up. The Committee's work was suspended due to the General Election.

Department For Education (DFE) Funding: We found out in December 2023 that our funding to advise young Disabled people and work with them to influence policy change was threatened. We wrote to the responsible Minister, to secure a meeting and prepared papers showing the difference we were making. We were pleased to secure the funding for an additional year, pending DFE making arrangements to tender the work.

Offensive remarks by Warwickshire Councillors: In February 2024 there was a national storm when councillors in Warwickshire made offensive remarks about children and young people with Special Educational Needs and Disability (SEND) and their parents. We worked with SEND Crisis Warwickshire and a range of other groups, to write to the Council and the UK Government, criticising the culture that led to such comments and highlighting the wider discriminatory attitudes and approaches to SEND.

Disability Employment Charter: The Charter has now been signed by around 200 organisations. We promoted the Charter at political and union events. Some of its recommendations were adopted by the Labour shadow minister for employment. These included a right to flexible working from day one, time limits for reasonable adjustments and work force monitoring.

Transport

Ticket Office Closures: In July 2023, a proposal to close 1,000 ticket offices was announced. Initially there was a very short consultation but this was extended due to pressure. We played an active part in the campaign against closures, communicating our opposition to the Secretary of State and rail stakeholders and sharing our position in e-news and social media. We argued that closures would leave thousands of Disabled people without the ability to seek journey and ticket information, buy the most cost-effective tickets and locate passenger assistance staff.

We pointed to access and affordability challenges in buying digital tickets and the problems with ticket vending machines both in terms of being inaccessible and failing to provide the cheapest tickets. It is often ticket-office staff that summon passenger assistance colleagues and we highlighted both the impracticality and risk to safety of Disabled people trying to locate staff. Following over 700,000 responses to the consultation, in October 2023 the Government announced that the proposals would be ditched. We are keeping a close watch on any attempts to de-staff stations by back door methods.

Climate Change

Everyone's Environment: We continued our partnership with New Philanthropy Capital, to explore the concerns of Disabled people in respect of climate change and bring them to the attention of decision makers.

Plastics Treaty: We compiled a list of plastic items that are essential to Disabled people, to seek their exemption from a Plastics Treaty.

COP 28: We made representations to UK Government and those leading COP 28 to make disability an agenda item. Disabled people are disproportionately impacted by climate events and emergency planning should specifically address our needs. We also seek to promote the opportunity to embed disability inclusive policy and practice into environmental solutions.

Access to Activity

Benefit Trap: It is believed that many Disabled people in receipt of social security, fear that undertaking exercise or activity could lead to their benefits being withdrawn. We have embarked on a study with Disabled people and academics to explore this issue and make recommendations.

Accessible Neighbourhoods: We worked with a group of Disabled people to examine the challenges faced by those of us who walk or wheel on pavements, those who use cycles or other mobility vehicles and Disabled people who use cars. Our intention is to produce a policy paper targeted at decision makers that recognises all our interests as Disabled people, in moving around safely and independently.

Engagement

Disabled People's Organisations Capacity Building

Our strategic shift to aligning DR UK with local and regional DPOs has been a central focus of our work this year. Our DPO capacity building work demonstrates the value and importance the DPOs play in our communities as organisations led by and for Disabled people, driven by lived experience.

Our DPO Manager, Rebecca Taylor Edwards, has engaged extensively with DPOs and focused on engaging with and learning from Intersectional DPOs. The research and findings of the DPO Sector Analysis that we carried out can be found on our website: <https://www.disabilityrightsuk.org/disabled-peoples-organisations>. Rebecca outlined her findings in a [podcast discussion with Dr Theo Blackmore](#).

In the coming year we will be launching the DPO Support Hub on our website. This will provide a range of resources, guides and other material that DPOs have told us they want from DR UK. We expect this to go live in the second quarter of next year. The Hub will also include an interactive map to enable Disabled people to find their local DPO.

With the DPO Capacity Building Group Members, we co-produced a [standardised compensation framework](#) and a [position statement](#), to enable DPOs to more readily request that stakeholders compensate them for their time, knowledge and expertise.

We launched an [Intersectional DPO Forum](#) meeting quarterly during the year. Rebecca's presentation on 'Intersectional Funding Justice' at the Festival of Learning outlines the value of this work and the importance of intersectional DPOs' work. We worked with six DPOs and a Disabled consultant to create a [best communication practice with DPOs](#).

Supported by Sport England Funding, we were able to appoint to a new role within the organisation. The Data and Insight role will help us make better use of publicly available data, strengthening our advocacy role and supporting us in capturing data from our work to demonstrate impact. We appointed Sonja Randhawa, who joined us in January 2024. In a very short time, she created the [Disability Scorecard](#) to support our policy team's work in the lead-up to the General election.

Just over 8,000 enquiries by email and phone accessed our direct support to disabled people through our information provision. This is in addition to the support people access through our website resources. Further details of this are later in the report.

Information and advice

Personal Budgets Helpline

The Personal Budgets Helpline received a total of **669 queries** over the year.

Care needs assessments and eligibility: Many enquiries focused on how to obtain a care needs assessment from social services and the eligibility criteria for receiving personal budget social care funds.

Financial assessments and contributions: Callers frequently sought information regarding the cap on personal care costs, financial assessments, light touch assessments, and the contributions they might be required to make towards their care and support packages. A significant trend was the concern over high contributions due to local authorities not considering their full disability-related expenditure, leading to financial hardship. There was also a notable issue with inadequate financial assessments by Local Authorities, often disregarding the individual's complete list of Disability Related Expenditure (DRE), resulting in debt and financial strain for individuals.

Challenging care cost charges: Numerous queries were about how to challenge the charges for care costs, understand what constitutes DRE, and seek advocacy or legal advice.

Employing Personal Assistants (PAs): Some individuals needed guidance on employing PAs and how to advertise for private PAs.

Respite care: Respite care was another common topic of concern among callers.

Elderly individuals and adult social care system: Many elderly individuals are not well-informed about how the adult social care system works, such as personal budgets or direct payments. Often, family members or children take on the responsibility of finding PAs for their parents. It was observed that unpaid carers or family members acting as PAs frequently face delayed or insufficient payments from LAs. For example, Tracey, a caller who has been providing care for her father, reported multiple instances of delayed payments from the LA, sometimes for over a year.

Feedback

- "Thank you very much for all your help and support. I am well informed now to know my rights." – J.
- "Thank you so much for your help on the telephone. I very much appreciate your valued help. This support is vital for us."

Members Welfare Rights Helpline

This service provides expert advice to DPOs and other organisational members for complex welfare rights cases.

The Members Welfare Rights Helpline handled a total of **452 enquiries** this year.

Personal Independence Payment (PIP): Most queries revolved around eligibility issues, assessments, and how to challenge decisions.

Universal Credit (UC) and Employment and Support Allowance (ESA): Enquiries regarding UC and ESA covered similar areas but also included concerns about transitioning from legacy benefits such as ESA to UC and whether claiming UC would be financially beneficial. There were additional issues related to the award of the limited capability for work element, permitted work for ESA, and benefits such as carers allowance, state pension, and child benefit.

Appeal tribunal submissions: The helpline also provided advice and support in preparing appeal tribunal submissions.

Disabled Students' Helpline

The Disabled Students' Helpline handled a total of **1,742 phone and email enquiries**.

Enquiries covered a variety of learning areas which we categorise as follows: Further Education and Adult Education (27%), Undergraduate study (50%), Postgraduate study (incl. PGCEs) (12%), Apprenticeships and other work-based training (11%).

The top 5 subject areas were: Funding for fees and living costs (31%), Getting support with studies (15%), Disabled Students' Allowance (14%), Complaints (12%) and Rights under the Equality Act 2010 (10%).

Transition challenges: There is a growing need for improved advice and guidance for disabled students navigating the complex landscape of post-16 education and training options. Students and their families contacted the helpline seeking tailored advice to understand their rights, available

adjustments, and how each education path aligns with their long-term goals. For instance, one student needed clarity on the differences between a vocational course and a foundation degree in terms of support needs, while another required detailed information on support for disabled apprentices. Transition points are very disruptive for young Disabled people who depend on established support structures. Effective transition planning and coordination among education and training providers, employers, and local authorities are often lacking.

Mental health support: Mental health issues remain a significant concern, with a need for providers to enhance mental health support services and create environments where students feel understood and supported. Examples include a student dealing with depression who felt isolated and unsupported and another whose anxiety was worsened by poor communication and lack of support from their disability support service.

Assistance dogs: Disabled students relying on assistance dogs face challenges in education environments due to institutional policies, health and safety concerns, and misconceptions about the role of assistance dogs. Cases included students being denied permission to bring their assistance dogs into college premises or facing restrictions in specific areas like accommodation and lecture halls.

Support on apprenticeships: There is a lack of awareness among training providers and employers about the support available for Disabled apprentices. Better information dissemination is needed regarding supports like the Access to Work grant, aimed at educating apprenticeship providers and employers about the available support and how to access it.

Legal rights under the Equality Act 2010: Students often seek clarification on their legal rights and the obligations of education providers under the Equality Act 2010. Issues include inadequate access arrangements and the complexity of requesting reasonable adjustments. There is a need for better training and awareness among staff about the importance and legal requirements of reasonable adjustments.

Accommodation challenges: Securing suitable accommodation remains a significant challenge for many Disabled students. Students often find out just weeks before their courses begin that their accommodation needs cannot be met. For example, a student was informed three weeks before starting a Medicine degree that her request for an emotional support animal would not be accommodated, forcing her to seek unaffordable private accommodation or defer her course. Despite providing medical evidence, the university rigidly

applied its 'no pets' policy and failed to consider the request as a reasonable adjustment.

The cost of specialist accommodation continues to be a big concern. Whilst the specialist accommodation is essential for accessibility, it comes with a higher price tag compared to standard student accommodation. We've heard from students who require an en-suite to manage personal care routines safely and comfortably and others that need studio flats for medical equipment and rest. For many disabled students, this means facing a dilemma: either pay a premium for accommodation which is essential to meet needs or compromise on well-being and comfort.

Furthermore, students' experiences indicate a mismatch between the demand for specialist accommodation and what is available from the university. This shortfall forces many to seek alternative housing, exacerbating the challenges they already face.

Feedback

Survey results indicated that **92% of users rated our information and advice as useful.**

- "This is a vital service. I am supporting a young person with complex needs through the education system, and it is a challenge. We are at university level now and still facing all sorts of misunderstanding, discrimination, and unhelpfulness from education providers. Getting clear advice is crucial.
- "The support that I received was very good; it helped me to understand my rights."
- "The helpline was great, Rundip was brilliant. She gave me the information to fight my case, and the more I learned, the more confident I became. As a result, I did at the end get sufficient breaks I needed in my exams."
- "Rundip was very kind and compassionate. The information she provided was thorough, and she is the only person I've spoken to who could give me straightforward answers. Many thanks for the help – I would not be enrolling on a course without her knowledge and support."

Website education resources

From April 2023 to March 2024, our education factsheets and guides received **153,771 visits**.

96% of users reported an increased awareness of their options and greater confidence in choosing their own career paths after using our factsheets and guides.

Sharing Information on Disability

We launched our [Sharing Information on Disability](#) report. This report presents findings from a survey conducted in March and April 2023, designed to better understand the experiences of Disabled students, trainees and employees in respect of sharing information on disabilities and exploring what could make sharing such information easier. We held an online launch event, partnering with the Disabled Apprentices Network (DAN). During the event we discussed findings from the report and heard about the experiences of five DAN members and Tik Tok influencer Barbie Advocates.

Online information sessions

We have delivered advice and information through webinars aimed at parents and students on various topics including transitioning from a specialist school to a mainstream setting, post 16 options and support on apprenticeships. We delivered these sessions for Oakwood Specialist College, Amazing Apprenticeships, Oakgrove College to name a few.

Tik Tok

We continue to reach more young people through advice and information-based TikTok videos. Some highlights include a comprehensively informative [video on what to do on GCSE results day](#), should you not get the grades you'd hoped for, and a [promotion of the Student Helpline](#). Our education advice TikToks used current trends to promote our advice resources.

[One video](#) challenged the idea that 'it's not bad enough to need adjustments' and promoted our "Adjustments for disabled students and apprentices" factsheet by using the trending "and then I go and spoil it all by saying something stupid" sound. This gained 15,300 views, 1,567 likes and 75 saves.

[Another video](#) used the popular 'sad hamster' trend to promote our "Funding HE for Disabled Students" factsheet and to remind prospective HE students to apply for student finance. This video reached 12,700 views, 346 likes, and 103 saves.

Career opportunities

The Leadership Academy Programme

The Leadership Academy Programme (LAP) is proud to celebrate its 10th anniversary this year. Since transitioning from in-person delivery to an online format, the programme has successfully eliminated geographical barriers, allowing us to reach a broader pool of talent and more organisations. This shift was inspired by the success of our Bespoke Programmes, which we have now further developed to exclusively offer customised content tailored to the strategic objectives of our partner organisations. This bespoke approach allows us to target specific areas of focus with precision.

Our delegates have reported that the move to an online format has been advantageous, enhancing their ability to participate and commit fully to the programme. Learning from our experience with the Disabled Councillors Leadership Programme (DCLP) last year, we completely redesigned our main LAP delivery. The updated curriculum now includes module days on conflict resolution, managing difficult conversations and the development of a new 'Inclusive Leadership' tool. We are proud that our success in this area enabled us to secure the contract for the continued delivery of the DCLP with the Local Government Association (LGA) for another term.

Looking forward, our vision for LAP is to become the leading provider of leadership training for Disabled individuals, working more closely with Disabled People's Organisations in creating the future disabled leaders of tomorrow. We aim to secure funding to offer various leadership pathways. One of the most significant impacts of our programme each year is the increase in delegates' confidence, enabling them to apply for more senior positions or change roles altogether. Beyond this, delegates report feeling supported and, for the first time, able to openly share their lived experiences as disabled employees. This creates a safe environment where they can learn from and support each other, which is often not possible in traditional training settings.

This year, we introduced a new measurement tool, the 'Inclusive Leadership Charter', which focuses on using co-production methodology to incorporate the opinions and thoughts of all LAP participants. We have also invested in mediation training and are now equipped to provide mediation services to employers with Disabled employees, aiming to resolve conflicts before they escalate to formal grievances.

Through co-production we have developed a robust programme where delegates collaborate to share ideas, experiences, expertise, and best practices on what constitutes authentic leadership for a Disabled employee. The addition of the Inclusive Leadership Tool, alongside delegate reports, will help us create an online resource to support employers and employees in implementing inclusive practices in the workplace. This tool will influence policies, procedures, and the everyday lives of Disabled employees, fostering a more inclusive workplace culture.

Our goal is to see this tool widely implemented, driving a positive cultural shift in workplaces through the application of best practice in all its forms. We believe that by continuing to evolve and improve our programme, we can make a significant and lasting impact on the professional lives of disabled individuals.

Influencing public attitudes and behaviours

Digital communications

Throughout the period of April 2023 to March 2024, Disability Rights UK Digital Content has seen some significant developments, as well as consistency across platforms, with audiences continuing to grow and engage with our content. This report provides a snapshot of this, through the social media platforms, website and E-newsletters.

Website

Analytical Markers - What They Mean and Averages

Number of users/views: This is the number of people who visit our website page in any given or chosen period. It is difficult to provide average numbers for this between organisations as it varies dependent on organisation size and sector but is helpful to measure in comparison with our stats in previous years.

Bounce rate: A website's bounce rate is the percentage of people who land on a page on the website, then leave. They do not click on anything else or visit a second page on the site.

For many charities and NGOs, the bounce rate is around 60-70%, with a particularly good bounce rate lying within 40-55%. A bad bounce rate would be around 80%, although of course all of this varies on the type of website and service you provide.

Time spent on the website (session duration): This shows us whether people have just briefly clicked through on a link and then left or have been interested enough in the other resources and pages promoted whilst on our site that they have gone through to look at more pages. It helps us to measure the alternative side of a bounce rate and is a helpful metric on how captivating our website is once people are on the site, as opposed to how well we can promote it through external methods, like social media.

Whilst it is hard to find an average figure for this across sectors, anything over 3 minutes is considered a good session duration.

Comparison Between April 2023 and March 2024

Page Views

2023: 340,000
2024: 217,000

As we will see in the stats below, it's clear that April 2023 was a month with significant traction, most likely from news stories. The subsequent bounce rate and low session duration prove that it was likely a high-news month, with lots of traffic reading one news article and leaving. Our general website stats average around 200,000-250,000 viewers each month, a considerably high number for our size of organisation.

Session Duration

2023: 53s
2024: 1m 57s

This jump in session duration shows that in March 2024, people were often staying on our website through multiple articles and reading over resources.

Bounce Rate

2023: 75%
2024: 42.5%

Again, this considerable decrease in bounce rate is a good portrayal of people staying on our site because they have been drawn to other stories, resources or guides. The majority of people who now click on a DR UK website article will go to at least one other page on our site before clicking off.

Device Usage:

2023	2024
Mobile: 62%	Mobile: 60%
Desktop: 34%	Desktop: 36%
Tablet: 4%	Tablet: 4%

Largely consistent device usage – important to note just how many mobile users there are.

Monetisation

April 2023	March 2024
Total sales: £9,600	Total sales: £18,424.49
Total orders: 1,300	Total orders: 1,700

March 2024 E-commerce Purchases

1. Radar Key (without VAT) - £8,158
2. Disability Rights Handbook 2024-25 (Full Price) - £940
3. Personal Independence Guide - £251
4. Radar Key (with VAT) - £150
5. Disability Rights Handbook 2024-25 (Concessionary rate) - £69

March 2024, Popular Pages

1. Work Capability Assessment Resource: 16,816
2. Home page: 15,641
3. Radar Key: 8,531
4. New Style Employment and Support Allowance Guide: 7,411
5. UK Government Faces UN For Violation of Disability Rights (news story): 5,842

Traffic Acquisition: How Do People Reach Us?

Traffic acquisition refers to the path through which people were directed to us. Organic Search means they have searched for something in a search engine and clicked on our website as a result. High direct search rates mean we have a good Search Engine Optimisation (SEO) rate, because our website pages are coming up high on search engine results.

Direct is a category used in traffic acquisition by Google Analytics that is largely a catch-all, and quite ambiguous. It could be anything from typing in a link directly or going to a webpage from your bookmarks. It could also be because of autofill – when someone has visited a page frequently, their browser will remember it and fill it in, so they don't need to go through a search engine and instead end up directly on the page.

Referral traffic explains those who have reached our site through another site, not by searching on a search engine. This does not include social media links, which has its own category. Organic Social is the name used to refer to this category.

How people found and engaged with our website in March 2024:

Organic Search: 63.8%

Direct: 27.6%

Referral: 4.7%

Organic Social: 2.9%

[Other 1% is made up of smaller categories]

Developments

DPO Support Hub: The major development we've seen in the last year is the DPO Support being launched. As a result, we have added a slide deck on the landing page, where we are now able to highlight the DPO Forum website and DPO Support Hub together, alongside any important news or announcements we might need to highlight.

Blog: We have also launched our Blog in November 2023, incorporating pieces from the previous blog, and using it as an opportunity to highlight the work and views of DR UK staff, Trustees, and increasingly, people not related to DR UK. It is a future aim to pitch callouts and publish work from Disabled writers and activists, similar to the very well-performing blog of the National Survivor User Network (NSUN).

E-News: Our E-news is an important part of DR UK's digital comms output, as it has 29,858 subscribers. Despite such a high number, it maintains an open rate of around 25%, which is significant compared to both other small charities and organisations similar to DR UK and given such a high rate of subscribers.

We also have our DPO Newsletter, which has been an important way to build trust with DPOs, as well as having a line of communication with organisation and sector workers. This has 268 subscribers, a high number given there are around 200 DPOs in the country – although we are aware that not all subscribers are specifically from a DPO and may be from a charitable organisation with similar aims, or a political organisation. Our DPO Newsletter maintains a very high open rate, averaging around 55%.

Social Media

Facebook: Our Facebook remains consistent, with an engaged audience that we do not reach through other forms of social media – they are most likely to be found in our E-news subscribers.

In March 2024, our page reached 14,200 users, which is on or slightly below average for us. Facebook engagement fluctuates heavily due to the algorithm, but we rarely see less than 15,000 users engaging each month – in January 2024, we reached as many as 301,484 users, partially due to an ad campaign we were running at the time.

Following on from our March 2024 stats, we gained 156 new page likes and had 1,700 engagements. We average around 100 – 150 new pages likes/follows every month, which is a steady and significant climb given we already have 37k likes and 42k followers.

Twitter/X: On X, formerly known as Twitter, we are more likely to be engaging with other DPOs, charities, think-tanks and journalists. It's an important news dissemination site. However, since an administration change, from April 2024 onwards, we are unable to judge or record our analytics, as that is a premium feature.

Our last recorded stats were March 2024, where we reached 49,168 accounts, with 34,104 engagements and an engagement rate of 6%.

LinkedIn: Whilst LinkedIn is a smaller platform, it still performs well in the sector and is a beneficial way of contacting and reaching out to other organisations and businesses.

During March 2024, we had 1,917 engagements, with 1,733 page views, 670 unique visitors and 1,384 new followers (which itself is astonishingly high considering we have 12,027 followers overall. Each month between April 2023 and March 2024, we have averaged 451 new followers per month.

TikTok: Our TikTok, run during the time period of April 2023 – March 2024 solely by Beth Bale, reaches a significantly large audience and produces content that can occasionally be reproduced on Twitter, and certainly on Instagram. Through this platform, we are able to reach a younger audience we otherwise are unable to access on other forms of social media or through our E-news. Whilst TikTok is the most algorithmically dependent, we have consistently high analytics for this platform.

A snapshot from March 2024 shows: 169,459 video views, 1,941 profile views, 15,740 total engagements, with 2,476 new followers. March 2024 was height of our UN coverage, hence such high stats this month.

Conclusion

Overall, DR UK as an organisation continues to reach an extremely high number of people given our size and revenue as an organisation. With future developments including an Instagram, more op-ed and article outputs with outlets such as the Big Issue and Open Democracy, we hope this will only grow, as well as tapping into audiences we traditionally have struggled to reach.

Get Yourself Active (GYA)

During the last year we have seen significant change within both Disability Rights UK as an organisation and Get Yourself Active as a programme, largely brought about via the benefits of becoming a System Partner. We spent some of the last year in internal review, reworking our vision and mission whilst taking the learning and listening directly from our stakeholders. We were able to co-produce our evaluation framework for the GYA Programme and are looking to develop this for the wider organisation.

Our work on intersectionality will be crucial to ensure that all Disabled people not only have their voice represented and heard but also their ability to shape the landscape to not tackle both the inequalities that are so disproportionate for disabled people but also to look beyond to a future where we can thrive. As an example of this, as a team we are supporting our colleague's work on Disability Funding Justice, an exciting and challenging emerging landscape which links to conversations taking place in the wider environment about how funding is decided upon and awarded.

We are very optimistic, although cautious, about the opportunities we must develop and strengthen the DPO sector to enable them to play crucial roles across the country to help shape, develop and challenge policy areas within their locality including the physical activity sector. Resourcing DPOs to do this will remain a critical factor, and one on which we have a fundraising (and by extension, a partnership) lens firmly focused.

Moving Social Work (MSW)

Moving Social Work is an evidence-based and co-produced education programme designed to encourage social workers to speak about physical activity with Disabled people within care planning and assessments. Disability Rights UK, Durham University and Sport England are currently developing Phase 2 of Moving Social Work with a further £1 million investment, which will see us providing more place-based work enabling and supporting social workers to better support disabled people to get active. This follows the Phase 1 work undertaken by the Get Yourself Active team and Durham University.

The Moving Social Work Programme Manager has joined the DR UK team to support this progression towards a national roll out. The programme has created and co-produced training resources for the promotion of physical activity within social work practice.

Research has shown that social workers do not feel confident in this area to support Disabled people in accessing good, purposeful physical activity and Phase 1 evidenced how the training resources improved this. These resources have been developed with Durham University, co-production groups and research gained throughout to provide social workers with the knowledge and confidence to consider and implement physical activity for Disabled people when completing Care Act assessments. Research and evaluation will be on-going throughout the programme to ensure that the training programme being developed is continually considering the needs and benefits for Disabled people.

We were pleased to be able to start Phase 2 of this work during this year with the recruitment of a Project Manager in January 2024. This has included the re-establishment of our relationships with key partners and the sounding board, with the latter also recruiting new members with a view to diversifying the membership. We are building towards a major national event in September 2024 which will bring together stakeholders (including people with lived experience) to provide a blueprint for working together as the project matures and develops.

Organisational achievements 2023-24

We sold a record 29,000 Radar keys last year. The keys provide independent access to over 9,000 accessible public toilets around the UK. We still work in partnership with Nicholls & Clarke, who invented the Radar locks that are still fitted and used today. Monthly highs are a continuing trend. The scale of growth continues to surprise us. Factors include: the ongoing benefits from improving the new online shop, carefully planted messages about the history of the National Key Scheme, and influencing partners to re-direct their websites to us. Our theory was that maintaining the price at £5 including postage has helped us gain a higher market share. A recent customer survey led us to think that support for the National Key Scheme and brand recognition are strong motivations to buy from DR UK. We believe we can potentially increase the price without significantly affecting sales volumes. We will report on this for 2024-25.

Combined income from the Disability Rights Handbook and other publications was £285k, which was up £10k on budget. The digital version of the Handbook, which sits on the Child Poverty Action Group (CPAG) AskCPAG platform, attracted over 600 subscribers, although income has begun to plateau at around £16k.

Online training continued to grow. DR UK worked with over 60 private and public sector organisations to promote and create inclusive environments, products and services. Disability Confidence training remained our primary product, mainly training managers and HR teams. In 2023-24 these organisations included:

- ABM Aviation
- Barnwood Trust
- Chelmsford Council
- Dance Leaders Group
- Dementia UK
- Engineering UK
- Eversheds Sutherland
- Francis Crick Institute
- Greenwich University
- Harper Collins
- HM Treasury
- Methodist Church
- Ofcom
- Rambert School of Dance
- Royal College of Psychiatrists
- Scope
- Sheffield College
- Siemens
- White Stuff
- Xerox

We also continued to expand the other ways we work with businesses, such as access audits and Disability Confident Level 3 Leader validation. We continued to deliver ad hoc consultancy to ALDI, Business Disability Forum, National Fire Chiefs Council, South Western Railways and Oxford University Press. We utilised our in-house expertise for external speaking opportunities.

In total our training and consultancy delivered an operational surplus of £55k in 2023/24, a profit increase of 12% compared to the previous year.

Fundraising

Last year's strategic linking of fundraising to strategic goals has been further refined this year, with the production of a streamlined internal document that gives our Finance Committee up-to-date information about the status of all bids submitted and those in development.

We continued to embed our co-production approach with the production of large-scale and ambitious bids to (for example) the Arts Council England. Whilst this was not successful at the first stage, we are using the feedback received to iterate the bid for re-submission. We remain committed to our partnership approach to funding and have honed in on the considerable opportunities that being a Sport England System partner affords.

We have successfully secured funding from Trust for London to develop our Temporary Accommodation work under the auspices of the Policy Team. We have also been accepted as a funded partner of the Three Guineas Trust, thus ensuring the sustainability of our policy work. At the time of writing, we await the outcome of several bids, including one to the City Bridge Trust, which, if successful, will appreciably improve the longer-term sustainability of Disability Rights UK's infrastructure function. We are also awaiting the outcome of a number of environmentally themed bids which aim to address the additional pressures that climate change causes to Disabled people and people with long-term health conditions.

We have successfully re-tendered two Care Quality Commission contracts, the Local Government Association's Disabled Councillor's programme and the Department for Education-funded work with young Disabled people.

Plans for the future

Anti-Racist Work

We will lay out our plan to consider and implement the recommendations we receive from the Anti-Racism work that has begun. We are expecting to receive the final report in September 2024.

This work will take more than one year to implement and ultimately ensure that it becomes part of all that we do, say, represent, and are. The journey will undoubtedly be challenging at times, but we are up for it. We will work with marginalised staff and centre them in the work.

We will also ensure that intersectionality and Disability Justice are core drivers of our work and that these guide us as well as the Social Model of Disability.

As we go on this journey, we will consider how best to share our experience with our DPO member organisations and how we may be able to support them in making similar discoveries and changes.

Co-Production

We will build on the work we have done this year and embed this framework and practice wherever relevant. We will work with our staff and board to ensure a solid understanding of Co-Production and how to implement it.

Through our website, we will share our learning and provide resources and information for others to use. We will gauge our work against the co-production ladder and make this public.

DPO Hub

We have worked in the year with our web developer, Compuco to build the space on our website for DPOs. We will build the area with new content and a national map so anyone wanting to find their nearest DPO is able to.

Influencing funders

Next year, we will build on our work to continue to inform, educate, and influence funders on the unique role that DPOs have in the nation. We want more funders to ensure that their funding streams are options for DPOs to apply to and that, whenever possible, there is specific funding aimed at them.

Policy Priorities for 2024 to 2026

Following the election of a new UK Government in July 2024, the political landscape has significantly changed. We have a new Labour UK Government with a large majority (412 seats), a new legislative programme and extremely constrained public finances.

There are a handful of Bills which may have some beneficial impact for Disabled people, particularly relating to provisions on employment and housing. However, announcements already made by Government such as: building 1.5 million homes with no mention of accessibility standards; cutting Winter Fuel Payments to pensioners; not proceeding with the proposed cap on social care charges of £86k and refusing to scrap the two-child benefit limit, signal difficult times ahead.

In terms of the Government's approach to disability, it is too early to say whether it will embrace calls from the Disabled people's movement for: a transformational approach to tackling systemic inequalities; deeper engagement with Disabled People's Organisations (DPOs); increased recognition and funding for DPOs; and the rejection of disparaging language and the rhetoric of blame. The tagging on of the disability brief to the minister with responsibility for social security is concerning, as it denotes a lessening of priority, but it remains to be seen how this plays out.

The House of Commons has increased its diversity with 260 women MPs and 87 MPs of minority ethnic origin. In relation to Disabled MPs, the number isn't known but 28 MPs have received workplace adjustments, and 10 further requests are in the pipeline.

The DR UK Policy Team plays a major role, often with partners, in reacting to UK Government announcements, spending proposals and legislation, ensuring that the needs of Disabled citizens are highlighted and the impacts upon us recognised. The Team also responds to media requests, which enable us to promote the perspectives of DPOs and Disabled people.

Given the political context, legislative programme and the ambitions of the Disabled People's Manifesto, it is proposed that there is proactive influencing in the following areas between October 2024 and March 2026. All priorities will involve collaboration with DPOs and allies.

UK Government Approach to Disability

- Development of Transformational plan
- Coproduction and engagement with Disabled people and DPOs
- Recognition and funding of DPOs

Social Security

- Benefit levels that meet the essentials of life
- Benefit levels that meet extra costs
- Benefit processes that are fair and safeguard claimants

Anti-poverty

- Disability Poverty Campaign Group
- Energy social tariff

Young People

- Inclusive schools
- Equality of Post 16 options
- Engagement with young Disabled people

Independent Living

- Social care to independent living
- Increased funding for social care
- De-institutionalisation

Housing

- Accessibility standards
- Personal Emergency Evacuation Plans
- Temporary accommodation

Employment

- Employment support
- Mandatory disability workforce monitoring

Transport

- Accessibility strategy for Great British Railways
- Accessible buses

Activity

- Accessible streets
- Improving access to activity
- Highlighting the Activity Trap

Climate Change

- Involvement of Disabled people in emergency planning and environmental solutions

Disabled Migrants

- Producing information resources
- Advocating for policy improvements

COVID Inquiry

- Representation in Module on Vaccinations
- Representation in Module on Social Care
- Representation in Module on children and young people

Financial review

With agreement from the board of trustees, a negative budget was set for the year allowing the charity to draw down from the restricted reserve to fund education work.

Despite this, the charity had a positive movement in funds of £636 (2023 £18,943). This has improved the balance sheet which now shows net assets of £333,794 (£333,158), of which unrestricted reserves are £306,934 (£275,463).

The charity continued to work with its long term partners at the Department for Education, Sport England and City Bridge Trust. The Three Guineas Trust grant was due to end in March 2024 but was extended for a further three years beginning April 2024.

Trading activity was strong, continuing a trend seen post pandemic. The flagship Disability Rights Handbook publication continued to sell well and income increased year on year. Radar Key sales had another record year with 29,700 being sold.

Training and consultancy turnover increased by 24% as a growing online offer was supplemented by in person training. The charity delivered training to a diverse pool of over 60 customers across the year including local and central government departments, large corporate partners and several NHS properties.

The charity earned £22,315 bank interest in the year due to saving with the Charity Aid Foundation Flagstone platform. This enabled access to multiple savings accounts within the one platform and ensured cash at hand was put to good use throughout the year. The charity expects to earn a similar amount of interest in 2024-25.

The active pension arrangements for staff are all now defined contribution, and the charity has complied with its obligations under auto enrolment. This has included the second three-year anniversary re-enrolment which was completed in July 2022.

The Finance team supports the charity's activities by providing financial analysis, reporting to funders and giving administration support. The charity does not hold material financial investments.

Reserves policy

As at 31 March 2024 the unrestricted reserves are £306,934 (2022: £275,463). The reserves policy is reviewed annually by the Finance Committee and the main Board of Trustees. The core running costs (excluding project expenditure) for 3 months are approximately £330,000 (£280,000), which is the level of reserves the Board consider appropriate. The charity has a variety of income streams which are both long and short term. And like many charities some income is uncertain and there are always income targets that need to be met.

The policy is therefore to try to build up unrestricted reserves to £330,000. With unrestricted reserves at £307,000, the charity is £23,000 below target. However, the Board recognise the need for innovation in order to grow the charity and should the need arise, spending from the reserve will be considered on a case-by-case basis.

Going concern

The charity manages its cash position very carefully and as always, the 2024/25 budget was developed on a prudent basis. The budget, cash flow and financial plans are closely monitored with any negative variances being quickly addressed to ensure the financial viability of the organisation over the longer-term.

The trustees have considered the going concern issue and are confident that there are sufficient resources and plans in place to ensure the charity is a going-concern for the twelve months following the signing of these accounts.

Principal risks and uncertainties

The principal risks faced by the charity are the failure to secure new grant and trust funding and a reduction in unrestricted income through sales, donations or training and consultancy. The trustees are fully aware of this and there is a constant drive to find new sources of income. At the same time costs are monitored as closely as possible. The Leadership Team review the top risks regularly, and these are presented to every Board of Trustees meeting. In addition, the Risk Register itself has been reviewed and improvements made around actions and controls.

With thanks to our Funders

We would like to thank our funders and supporters for their funding and kind donations throughout the year:

Care Quality Commission
Department for Education
Edinburgh Trust
GD Herbert Charitable Trust
Liberty Speciality Markets
Social Enterprise Support Fund
Three Guineas Trust

City Bridge Trust
Disrupt Foundation
Elizabeth and Prince Zaiger Trust
Legal Education Foundation
Snowdon Trust
Sport England

Some special thanks to those individuals and organisations who took the time to fundraise for us during the year, including:

Marathon runner: Mitch Brady

Mount Kilimanjaro climbers: Jurate Jurksaityte, Steve Grange and Diana and Mantas Katciulis

And finally, thank you to our members.

Our funders, supporters and members enable us to deliver our priorities and strengthen our voice.

Structure, governance and management

The charitable company was established under a memorandum of association and is governed under its articles of association which are available on the website.

As per the Articles of Association, the Board must consist of a minimum of six trustees and a maximum of 16 of whom 75% must be Disabled people. No fewer than three quarters of the Board shall be elected by the membership and no more than one quarter appointed by the board. Currently the Board comprises 10 Trustees of whom 9 were elected with the treasurer being appointed by the Board. The Board manages the business of the charity and exercises all the powers of Disability Rights UK. It seeks to ensure the charity is compliant with charity and company law and works with its charitable objectives.

We have two sub committees accountable to the main Board, each with agreed terms of reference and delegated authority from the Board. They are the Finance Committee and the People, Equality and Governance Committee. A member of the Leadership Team is responsible for each committee. These committees can have co-opted members who are not trustees, at the discretion of the Board. These individuals are subject to the same declaration of interest policy as trustees.

The trustees delegate the day-to-day running of the organisation to the Chief Executive, supported by the Leadership Team, who are the Head of Policy, Advice and Information, Head of Partnerships, Head of Engagement and Head of Business Development.

The organisation is a private company limited by guarantee, incorporated on 14 July 2010 and registered as a charity on 26 October 2010. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Appointment of trustees

New trustees are appointed through a fair and open process ensuring, as far as possible, diverse representation from a cross section of society, including different experiences of disability and skills. Trustees are elected on a three-year cycle.

Trustee induction and training

New trustees spend a day meeting key management personnel and other members of staff to learn about the projects and programmes delivered by the charity. Incoming trustees are buddied with an existing member of the Board.

Remuneration policy for key management personnel

Remuneration for all staff, including key management personnel, is considered in the December/January period before year-end when the budget for the next year is set. There is union consultation via a member of staff under a voluntary trade union agreement between the charity and the union.

Final decisions on remuneration are made by the People, Equality and Governance Committee and Finance Committee and then ratified by the Board. This policy applies to all staff, including key management personnel.

Statement of responsibilities of the trustees

The trustees (who are also directors of Disability Rights UK for the purposes of company law) are responsible for preparing the Trustees' Annual Report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Goldwins were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 3rd October 2024 and signed on their behalf by;



.....
Fiona Creaby
Treasurer

Opinion

We have audited the financial statements of Disability Rights UK (the 'Charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including [Financial Reporting Standard 102](#): The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material

Independent auditors' report
To the members of Disability Rights UK
For the year ended 31 March 2024

misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent auditors' report
To the members of Disability Rights UK
For the year ended 31 March 2024

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

This report is made solely to the Charity's members, as a body, in accordance with [Chapter 3 of Part 16](#) of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

28 October 2024

Disability Rights UK

Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2024

		Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
	Note				
Income from:					
Donations and legacies	3	101,349	-	101,349	106,517
Charitable activities:	4				
Member Services		11,644	-	11,644	19,799
Promoting social inclusion		243,160	926,239	1,169,399	1,089,278
Advice and publications		285,416	-	285,416	278,252
Training and sponsorship		157,533	-	157,533	132,700
Total income		799,102	926,239	1,725,341	1,626,546
Expenditure on:					
Raising funds		39,667	14,952	54,619	86,764
Charitable activities:					
Member Services		77,867	-	77,867	76,030
Promoting social inclusion		218,659	942,122	1,160,781	1,046,505
Advice and publications		286,728	-	286,728	274,880
Training and sponsorship		144,710	-	144,710	123,424
Total expenditure	5	767,631	957,074	1,724,705	1,607,603
Net movement in funds		31,471	(30,835)	636	18,943
Reconciliation of funds:					
Total funds brought forward		275,463	57,695	333,158	314,215
Total funds carried forward		306,934	26,860	333,794	333,158

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Disability Rights UK
Balance sheet
As at 31 March 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible and intangible assets	9		22,244		31,371
Investments	10		6,057		6,057
			<u>28,301</u>		<u>37,428</u>
Current assets:					
Debtors	11	203,441		155,186	
Cash at bank and in hand		561,225		652,906	
		<u>764,666</u>		<u>808,092</u>	
Liabilities:					
Creditors: amounts falling due within one year	12	(459,173)		(512,362)	
			<u>305,493</u>		<u>295,730</u>
Net current assets					
			<u>333,794</u>		<u>333,158</u>
Total assets less current liabilities					
Creditors: amounts falling due after one year			-		-
Total net assets			<u>333,794</u>		<u>333,158</u>
Funds					
Restricted funds			26,860		57,695
Unrestricted funds:					
General funds			306,934		275,463
Total charity funds	15		<u>333,794</u>		<u>333,158</u>

Approved by the trustees on 03/10/2024
and signed on their behalf by:



Fiona Creaby
Treasurer



Liz Leach Murphy
Chair of Trustees

Company registration no. 7314865

The attached notes form part of the financial statements.

Disability Rights UK
Statement of cash flows
For the year ended 31 March 2024

	2024 £	2023 £
Net income for the reporting period (as per the statement of financial activities)	636	18,943
Depreciation	15,446	9,401
Disposal of fixed assets	-	-
(Increase) / decrease in debtors	(48,255)	5,304
Increase / (decrease) in creditors	(53,189)	72,668
Net cash provided by operating activities	(85,362)	106,316
	2024 £	2023 £
Change in cash and cash equivalents in the year	(85,362)	106,316
Purchase of fixed assets	(6,319)	(27,646)
Cash and cash equivalents at the beginning of the year	652,906	574,236
Cash and cash equivalents at the end of the year	561,225	652,906

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Wholly irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. Partially irrecoverable VAT is charged in one figure to overheads.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, IT, finance, HR, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 5.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	33%
Fixtures and fittings	33%

k) Investments in subsidiaries

Investments in subsidiaries and other unlisted investments are stated at fair value.

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Pensions

The charity operates a defined contribution scheme to satisfy stakeholder pension requirements. The employer's contributions are charged to the Statement of Financial Activities as incurred.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2024

2 Detailed comparatives for the statement of financial activities

	2023 Unrestricted £	2023 Restricted £	2023 Total £
Income from:			
Donations and legacies	106,517	-	106,517
Charitable activities:			
Member Services	19,799	-	19,799
Promoting social inclusion	179,460	909,818	1,089,278
Advice and publications	278,252	-	278,252
Other trading activities	132,700	-	132,700
Total income	716,728	909,818	1,626,546
Expenditure on:			
Raising funds	71,812	14,952	86,764
Charitable activities:			
Member Services	76,030	-	76,030
Promoting social inclusion	136,687	909,818	1,046,505
Advice and publications	274,880	-	274,880
Other	123,424	-	123,424
Total expenditure	682,833	924,770	1,607,603
Net movement in funds	33,895	(14,952)	18,943
Total funds brought forward	241,568	72,647	314,215
Total funds carried forward	275,463	57,695	333,158

3 Income from donations and legacies

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Donations	68,034	-	68,034	91,449
Legacies	11,000	-	11,000	10,392
Bank interest	22,315	-	22,315	4,676
	101,349	-	101,349	106,517

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2024

4 Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Organisational members	10,125	-	10,125	16,602
Individual members	1,519	-	1,519	3,197
Total for member services	11,644	-	11,644	19,799
Government grants	18,175	125,000	143,175	127,941
Trust and foundation grants	-	801,239	801,239	789,818
Contracts	74,977	-	74,977	53,354
Key sales	150,008	-	150,008	118,165
Total for promoting social inclusion	243,160	926,239	1,169,399	1,089,278
Publications	276,000	-	276,000	273,189
Advice services	9,416	-	9,416	5,063
Contracts	-	-	-	-
Total for advice and publications	285,416	-	285,416	278,252
Training & consultancy and courses	144,933	-	144,933	116,600
Partnerships and projects	12,600	-	12,600	16,100
Total for training and consultancy	157,533	-	157,533	132,700
Total income from charitable activities	697,753	926,239	1,623,992	1,520,029

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2024

5 Analysis of expenditure

		Charitable activities						2024 Total £	2023 Total £
	Basis of allocation	Cost of raising funds £	Member services £	Promoting social inclusion £	Advice and publications £	Training & sponsorship £	Support costs £		
Staff costs	Direct	18,778	39,176	469,279	118,487	-	341,431	987,151	905,186
Direct project costs	Direct	17,953	3,638	394,290	92,666	70,523	-	579,070	567,734
Office running costs	Direct	-	-	-	-	-	112,740	112,740	87,051
Premises costs	Direct	-	-	-	-	-	45,744	45,744	47,632
		<u>36,731</u>	<u>42,814</u>	<u>863,569</u>	<u>211,153</u>	<u>70,523</u>	<u>499,915</u>	<u>1,724,705</u>	<u>1,607,603</u>
Overhead salaries		12,899	24,718	189,383	48,084	66,347	(341,431)	-	
Office running costs		3,549	7,352	76,706	19,556	5,577	(112,740)	-	
Rent & rates		1,440	2,983	31,123	7,935	2,263	(45,744)	-	
Total expenditure 2024		<u>54,619</u>	<u>77,867</u>	<u>1,160,781</u>	<u>286,728</u>	<u>144,710</u>	<u>-</u>	<u>1,724,705</u>	<u>1,607,603</u>
Total expenditure 2023		<u>86,764</u>	<u>76,030</u>	<u>1,046,505</u>	<u>274,880</u>	<u>123,424</u>	<u>-</u>	<u>1,607,603</u>	

Of the total expenditure, £767,631 was unrestricted (2023: £682,833) and £957,074 was restricted (2023: £924,770).

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2024

6 Net income / (expenditure) for the year

This is stated after charging:	2024	2023
	£	£
Operating lease rentals:		
Property - rent	45,744	47,632
Other equipment - photocopier	-	-
Depreciation	15,446	9,401
Auditor's remuneration - audit fees	7,000	6,000
	<u>7,000</u>	<u>6,000</u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2024	2023
	£	£
Salaries and wages	875,093	797,929
Social security costs	89,823	85,838
Employer's contribution to defined contribution pension schemes	22,235	21,419
	<u>987,151</u>	<u>905,186</u>

There were no other employee benefits other than those listed above.

The following number of employees received employee benefits (excluding both employer's NIC and pension contributions) during the year between:

	2024	2023
	Number	Number
£70,000 - £79,999	<u>1</u>	<u>1</u>

The total employee benefits including Employer's NIC and pension contributions of the key management personnel were £294,719 (2023 £274,899).

The charity trustees were not paid or did not receive any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' travel and subsistence expenses totalled £4,263 (2023: £2,700). Some trustees do not claim any expenses for travel and subsistence.

Staff numbers

	Average number of staff employed during the year		Average number of FTE staff employed during the year	
	2024	2023	2024	2023
	Number	Number	Number	Number
Raising funds	0.8	0.8	0.7	0.7
Member Services	1.7	1.7	1.5	1.5
Promoting Social Inclusion	17.4	15.9	15.1	14.3
Advice and publications	4.4	4.4	3.9	3.9
Training and consultancy	1.3	1.2	1.1	1.1
	<u>25.6</u>	<u>24.0</u>	<u>22.3</u>	<u>21.5</u>

Average number of staff is based on head count and FTE is based on hours worked compared with full time.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2024

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible & intangible fixed assets

	New website (intangible) £	Computer equipment £	Fixtures and fittings £	Total £
Cost				
At the start of the year	36,170	33,970	2,170	72,310
Additions in year	-	4,324	1,995	6,319
Disposals in year	-	-	-	-
At the end of the year	<u>36,170</u>	<u>38,294</u>	<u>4,165</u>	<u>78,629</u>
Depreciation				
At the start of the year	8,873	29,896	2,170	40,939
Charge for the year	12,056	3,058	332	15,446
At the end of the year	<u>20,929</u>	<u>32,954</u>	<u>2,502</u>	<u>56,385</u>
Net book value				
At the end of the year	<u>15,241</u>	<u>5,340</u>	<u>1,663</u>	<u>22,244</u>
At the start of the year	<u>27,297</u>	<u>4,074</u>	<u>-</u>	<u>31,371</u>

All of the above assets are used for charitable purposes.

10 Investments

	2024 £	2023 £
Investments at fair value:		
Preference shares in Santander UK plc	913	913
Investment in Helpcard Holdings Ltd	5,142	5,142
Investment in subsidiary undertakings incorporated in the UK	2	2
	<u>6,057</u>	<u>6,057</u>

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2024

11 Debtors

	2024	2023
	£	£
Trade debtors	175,205	118,555
Other debtors	6,086	4,126
Prepayments	12,151	31,505
Accrued income	9,999	1,000
	203,441	155,186

12 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	37,447	62,621
Taxation and social security	43,314	37,168
Other creditors	23,672	2,061
Accruals	80,254	40,545
Deferred income	274,486	369,967
	459,173	512,362

Deferred income

	2024	2023
	£	£
Balance at the beginning of the year	369,967	309,520
Amount released to income in the year	(369,967)	(309,520)
Amount deferred in the year	274,486	369,967
Balance at the end of the year	274,486	369,967

	2024	2023
	£	£
49th Handbook pre-orders, invoices raised and online payments received	67,643	57,824
Handbook published end of April 2023		
Grants subject to performance-related conditions (shown as deferred in restricted note)	140,852	252,754
Training and consulting projects	65,991	59,389
	274,486	369,967

The grants above are "grants subject to performance-related conditions received in advance of delivering the services required by that condition". These are "accounted for as a liability and shown on the balance sheet as deferred income" in accordance with the Charities SORP para 5.24. The income, when released, flows through the restricted funds part of the SOFA and the grants are referred to as "deferred" in the restricted funds note.

13 Pension scheme

The charity operates a defined contribution pension scheme with Friends Life which is a qualifying scheme for auto-enrolment.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2024

14 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2024			
Tangible fixed assets	22,244	-	22,244
Investments	6,057	-	6,057
Net current assets	278,633	26,860	305,493
Long term liabilities	-	-	-
Net assets at the end of the year	306,934	26,860	333,794

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2023			
Tangible fixed assets	31,371	-	31,371
Investments	6,057	-	6,057
Net current assets	238,035	57,695	295,730
Long term liabilities	-	-	-
Net assets at the end of the year	275,463	57,695	333,158

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2024

15 Movements in funds

		At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	At the end of the year £
Year ended 31 March 2024					
Restricted funds:					
Department for Education	Apr - Mar	-	125,000	(125,000)	-
Sport England - System Partner	To 31 March	-	328,973	(328,973)	-
Sport England - Moving Social Work 1	Finished	-	11,701	(11,701)	-
Sport England - Moving Social Work 2	Deferred	-	130,158	(130,158)	-
Sport England - Together Fund	Finished	-	51,428	(51,428)	-
City Bridge Trust - Bridge to Work	Finished	-	6,000	(6,000)	-
City Bridge Trust - advice work in London	Quarterly	-	35,000	(35,000)	-
DSA QAG	Ongoing	57,695	-	(30,835)	26,860
The Three Guineas Trust	Half yearly	-	100,000	(100,000)	-
The Three Guineas Trust - diversity	To 31 March	-	5,000	(5,000)	-
The Three Guineas Trust - UNCRPD	Finished	-	35,000	(35,000)	-
The Legal Education Foundation	Deferred	-	83,052	(83,052)	-
Disrupt Foundation - see below	Deferred	-	250	(250)	-
Social Enterprise Fund	Finished	-	14,677	(14,677)	-
Total restricted funds		57,695	926,239	(957,074)	26,860
General funds - unrestricted		275,463	799,102	(767,631)	306,934
Total charity funds		333,158	1,725,341	(1,724,705)	333,794
		At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	At the end of the year £
Year ended 31 March 2023					
Restricted funds:					
Department for Education	Apr - Mar	-	120,000	(120,000)	-
Sport England - Get Yourself Active	Finished	-	83,414	(83,414)	-
Sport England - System Partner	To 31 March	-	166,254	(166,254)	-
Sport England - Moving Social Work	Deferred	-	59,237	(59,237)	-
Sport England - Tackling Inequalities	Deferred	-	218,270	(218,270)	-
City Bridge Trust - Bridge to Work	Quarterly	-	20,645	(20,645)	-
City Bridge Trust - advice work in London	Quarterly	-	35,000	(35,000)	-
DSA QAG	Ongoing	72,647	-	(14,952)	57,695
The Three Guineas Trust	Half yearly	-	100,000	(100,000)	-
The Legal Education Foundation	Deferred	-	68,392	(68,392)	-
Disrupt Foundation	Deferred	-	9,918	(9,918)	-
Social Enterprise Fund	Deferred	-	28,688	(28,688)	-
Total restricted funds		72,647	909,818	(924,770)	57,695
General funds - unrestricted		241,568	716,728	(682,833)	275,463
Total charity funds		314,215	1,626,546	(1,607,603)	333,158

Purposes of restricted funds

The Department for Education. To support disabled people's skills for employment, to advise on policy development and to run the Disability and Skills Unit.

Sport England - Get Yourself Active System Partner, a continuation of Get Yourself Active. The programme is to create opportunities for Disabled people with Long-Term Health Conditions to be physically active in a way that is right for them, by working with local and national partners. Disability Rights UK became a System Partner of Sport England on 1 July 2022 and the project runs to 31 March 2027. Get Yourself Active started in February 2015.

Sport England - Moving Social Work Parts 1 & 2. A Sport England project, in partnership with Durham University that aims to develop research led teaching and community-based training materials and resources on physical activity to influence social work practice of today and tomorrow and improve disabled people's health. Part 1 ended 30 April 2023. It was replaced by Part 2 which started 1 January 2024 and runs for 4 years.

Sport England - Together Fund (was Tackling Inequalities). A Sport England funded project to help organisations to support Disabled people and people with Long-Term Health Conditions to be active during the pandemic.

City Bridge Trust - Bridge to Work. To provide evaluation on the Supporting Disabled Londoners into Employment, Bridge to Work project.

City Bridge Trust - advice work in London. The grant is from City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628). The grant is towards the salaries, operating and management costs of the London element of our Independent Living Helpline and Members' Advice Line. The annual grant award will run until FYE 2025.

The Disabled Students' Allowance Quality Assurance Group (DSA-QAG). In March 2020, we received a restricted donation of £80,000 from DSA-QAG, following the closure of that organisation. The donation is restricted to work associated with assisting disabled students to enter and succeed in higher education.

The Three Guineas Trust is one of the Sainsbury Family Charitable Trusts. The funding is to increase our capacity to influence policy change across areas such as the welfare benefits system, education, employment and social care.

The Three Guineas Trust - diversity project. This funds our anti-racist work and informing on future strategy

The Three Guineas Trust - UNCRPD. £35,000 towards the costs of disabled people from organisations across the UK attending the UN Convention on the Rights of Persons with Disabilities convention in Geneva in March 2024.

The Legal Education Foundation (LEF) have funded our work to build capacity within Disabled People's Organisations (DPOs) over a three year period. We have created a Steering Group made up of DPO senior staff, as well as disabled people. The aim of the work is to make DPOs, and the sector, more sustainable and more able to apply for and obtain funding. We are in the process of finalising an online DPO Hub and interactive map of DPOs across the country, with the aim of directing Disabled people to their nearest DPO and to enable more joined up working between DPOs. This will maximise reach and minimise duplication.

Disrupt Foundation. This funding enabled us to work in partnership with People's Voice Media to gather stories from disabled people about their experiences during the Covid pandemic. Further funding was received just prior to year end to continue the work for the financial year 2024/25.

Social Enterprise Support Fund. This grant offer was made by the Key Fund with funding from the National Lottery Community Fund. Over a 12 month period from June 2022, it has paid towards existing staff time to develop and start the implementation of core strategies around business development and the digitisation of fundraising. The funding has also included money for marketing materials and consultancy.

16 Operating lease commitments

There are no future lease payments under operating leases.

The only operating lease was on the photocopier which ran for 5 years and finished in January 2022. We are currently just paying for the paper and printer ink costs.

The contract for the office in Plexal finished on 30 June 2024. It has been renewed at the same rate of £3,812 a month plus VAT for a further year.

17 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

18 Related party transactions

There are no related party transactions to disclose for 2024 (2023: none).

Accounts

Disability Rights UK

(A Company Limited by Guarantee)

Company No. 7314865
Charity No. 1138585

Report and financial statements
For the year ended
31 March 2023



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Reference & administrative information

Trustees:	Liz Leach Murphy	Chair
	Madeline Close	Vice Chair/Acting
		Treasurer
	Atif Choudhury	
	Mostafa Attia	
	Joanne Becker	
	Greg Smith	
	Shelley Simmonds	
	Claire Nevin	Appointed 03/01/2023
	Clenton Farquharson MBE	Appointed 03/01/2023
	Dr Naomi Lawson Jacobs	Appointed 03/01/2023
	Frances Hasler	Resigned 30/11/2022
	Lesley Baliga	Treasurer Resigned 23/03/2023
	Laura Swainbank	Resigned 22/09/2022

Company Secretary: Nick Spencer

Chief Executive: Kamran Mallick

Company number: 7314865

Charity number: 1138585

Registered office: Plexal
14 East Bay Lane
Here East, Queen Elizabeth Olympic Park
Stratford
London E20 3BS

Auditors: Goldwins Limited
75 Maygrove Road
West Hampstead
London NW6 2EG
www.goldwins.co.uk

Bankers Unity Trust Bank
Nine Brindley Place
Birmingham B1 2HB

Trustees' Annual Report

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2023. The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

A message from Liz Leach Murphy, Chair of Trustees

2023 has been another productive and purposeful year at DR UK where the team and the trustees have worked positively together to bring about clarity on strategy and future direction.

Last year the team commenced work on strategy development, creating the opportunities to talk to members of DR UK and other Disabled People's Organisations about what we need to address, the current issues we face as well as work towards a positive future. Now we have a completed an aspirational strategy to drive DR UK and its members into 2026.

As a key part of the strategy development a review and renewal of the Vision, Mission, Principles and Organisational Structure were undertaken, meaning that we continue to remain purpose driven and aligned in values and actions.

DR UK renewed vision; **'To create an inclusive society where Disabled people have equal power, rights and equality of opportunity'**. Everything we deliver moving forward will be to work towards this vision.

One way we are making progress towards this vision is through DR UKs newly launched website. This is now managed by the DR UK communications and digital team. As a result of this, in the last 6 months we have seen a significant increase in the number of visitors to the site and the length of time for each visit. People are making use of the site to access information and advice on issues regarding their rights in terms of welfare benefits as well as general information about the cost-of-living crisis faced by Disabled people.

The influence and presence of DR UK in policy and campaign work has increased over the last year, we are a core participant in the Covid 19 General

Enquiry which is significant in recognising the negative experiences of Disabled people throughout the pandemic.

DR UK has also worked closely with other DPOs around England to present collective experience to the United Nations as it gets ready to review the progress made by the UK government in its obligations to the UN CRPD treaty.

As a nation, we continue to face inequalities and hardships, which is especially demonstrated through the cost-of-living crisis and the proposed changes to public transport ticket offices, DR UK remains hot on each topic in making sure that Disabled people's voices are heard.

We have achieved all this whilst remaining a financially robust and sustainable charity, during one of the hardest periods economically, we have even experienced growth in this period. DR UK is in a strong position to continue to advocate for change as well as play an active part in the DPO networks across the UK.

In the coming year, we look forward to implementing the new strategy and making progress towards a more inclusive society.

I would like to recognise the dedication and energy given to the work of DR UK by our CEO Kamran Mallick, our trustees, the team, volunteers, ambassadors, and our partners. It is through this that we can begin to release our ambitions for the future, Thank you.



Liz Leach Murphy
Chair

Objectives and activities

A great deal of the 2022/23 was spent building on the previous years' work to develop our Theory of Change. This work led to the development of our new strategic areas, a new Vision and Mission and set of values. The new strategy is detailed in the Plans For The Future section and will be launched officially in 2023/34.

The current plan is called Equal Participation for All which we are reporting on for the period covered by this report. The executive summary is below:

Vision

To create a society where Disabled people have equal power, rights and equality of opportunity.

Mission

We campaign for the rights of all Disabled people to be included in every aspect of life. We bring the lived experiences of Disabled people to everything we do. We challenge policy makers, institutions and individuals to remove the barriers that exist for us.

Our Values:

- Strength in difference
- Sharing power
- Connecting
- Innovating

The trustees review the charity's aims, objectives and activities each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Highlights of the year

Speaking up

Our policy work again was considerable, and as in the previous year we were able to increase our capacity by bringing in another full-time position to the team in the fourth quarter.

We collaborated with the charity Liberty to defend the Human Rights Act and challenge the Government's Bill of Rights. Working with over 170 human rights organisations, we opposed the Illegal Migration Bill and brought our campaign content to TikTok.

We have taken up the challenge of bringing the voice of Disabled people to respond to the Climate Crisis. Bringing together an international coalition of individual Disabled people and Disabled People's Organisations (DPOs). We submitted a policy statement on behalf of the coalition and distributed this at COP27 in Egypt. We have developed relationships with Green Peace and Extinction Rebellion to ensure that they understand the impact on Disabled people. We spoke at their events and launched the "Dis-Able the climate conversation" campaign. We have built an ongoing collaboration with NPC, a think tank, contributing to a long-term project on disability and climate change.

At the start of the year, we established the Disability Poverty Campaign Group (DPCG). A group led by DPOs to take action on issues related to disability poverty and bring this to the attention of those in power. We challenged and criticised the Government's White Paper setting out proposed reforms to the benefits system. The changes have the potential to deny Disabled people the additional health component of Universal Credit (UC) through the scrapping of the Work Capability Assessment (WCA).

Social Care services have continued to worsen in the year, with long waiting lists, inadequate support and increasing charges. The number of people receiving a Direct Payment fell for a fifth year. We continued to speak out on this but bringing about change has been and continues to be challenging. Working with the Kings Fund we produced a report on the importance of health and care services engaging with Disabled people.

We have strengthened the voice of Disabled people on housing issues. We have raised concerns regarding inaccessibility, unaffordability, and disrepair. We joined calls for a rent freeze for private tenants.

The Our Voices group, set up in 2020 as a direct response to the pandemic, continued to meet monthly throughout the year. The group of CEOs and Policy staff from Disabled People's Organisations (DPOs) have formed a trusted group and meet to share knowledge, and information and speak with a unified voice when needed. The following organisations are part of the group:

Disability Positive	Disability Sheffield
Spectrum CIL	Leicestershire CIL
Disability Peterborough	Asian People with Disabilities Alliance
Wiltshire CIL	Devon Living Options
Wheels for Wellbeing	Disability North
WECIL	Breakthrough UK
Disability Cornwall	Centre for Independent Living Kent
Wheels for Wellbeing	Inclusion Gloucestershire

Advice and Information

Disabled people drive our organisation, our lived experiences inform what we do, say and write. The information we provide through our website and helplines is written and provided by Disabled people for Disabled people.

Our helplines cover independent living, education and advice for benefit advisors. In the year, we supported over 7,000 individuals answering their inquiries on a wide range of topics. Some of the issues covered included advice on Disabled Students Allowance, the Equality Act, advice on challenging decisions for Personal Independent Payment (PIP) and support with financial assessment carried out by local authorities.

Our website received over 2.5 million page views by 1.1 million users. Visitors downloaded fact sheets on a range of topics, the most popular over the year was on the Work Capability Assessment.

New area of work

Following a successful bid to the Legal Education Foundation, we appointed to the role of DPO Manager. This role and its additional capacity will support our new strategic aim of firmly placing DR UK in the Disability Rights Movement and strengthening our collaboration with DPOs. As a membership organisation, we want to develop resources, support and create connections for DPOs to ensure their long-term stability and capacity.

Our new website

We launched our new website in January 2023, replacing the previous one that was built in 2012. The new site was co-produced with Disabled people who supported us with user testing at different stages of development. With a core focus on accessibility, it took longer to complete but has been worth the time taken. The sight is modern, accessible and flexible. Compliant with different screen sizes and resolution, it is now achieving higher ranking in search engines. We will continue to develop the site, and already have plans to add a section for DPOs with targeted content.

Achievements and performance

Policy

Rights and Participation

In collaboration with Liberty

We worked to defend and retain the Human Rights Act and challenge the Government's Bill of Rights in collaboration with Liberty. We believe the latter would dilute protections, weaken the duties of statutory organisations, and reduce Disabled people's ability to challenge injustice. The Bill of Rights was withdrawn in Autumn 2022, was later reinstated, and then withdrawn again in Summer 2023. Our opposition to the Bill of Rights included joint briefings with over 100 organisations and speaking on a parliamentary panel with Equally Ours and other interest groups.

Alongside over 170 human rights organisations, we opposed the Illegal Migration Bill – and collaborated with Liberty on some intersectional TikTok campaign content.

In support of Disabled people's right to protest, we opposed new legislation that restricted freedoms. With Liberty, we produced [information materials](#) for Disabled people, on how the new legislation works, including how the Equality Act 2010 applies to police conduct and protest organisers.

In June 2022, we published a [Disability Hate Crime Charter](#), following work with a coalition of Disabled People's Organisations (DPOs) and Disabled activists. The Charter set out actions that need to be taken by the Police, Crown Prosecution Service, housing and educational bodies and others, to tackle ableism, hate crime and support Disabled victims. We spoke at the first-ever Disability hate crime conference in June 2022 at Leicester University, to present the Charter, which was backed by delegates.

To highlight the unjust treatment of Disabled people during the COVID pandemic and to ensure lessons are learnt, we applied to be a Core Participant in the COVID Inquiry. We were successful in respect of Module 2 on Government decision making, alongside Inclusion Scotland, Disability Wales and Disability Action Northern Ireland. Our applications for Modules 1 on pre-pandemic planning and 3 on health services, were unsuccessful. Our Core Participant status for Module 2 enabled us to press for inequalities to be a focus of the Inquiry and to ensure that issues relevant to Disabled people are addressed by witnesses and the Inquiry Team. We sought to influence the work of the communications team, to ensure that the Inquiry's hearings,

communications and engagement are made fully accessible to Disabled people.

We began work to ensure that Disabled people are engaged in every aspect of climate change, including disaster planning and the development of environmental solutions. We joined forces with UK and international partners, to raise our voice and influence within climate change arenas. We prepared a policy statement on behalf of a disability coalition we created and ensured this was distributed at events and conferences, including COP 27 held in November 2022. We developed relationships with Green Peace and Extinction Rebellion (XR) and met with the World Bank, to discuss how it could better promote disability inclusive climate change policies. We spoke on the Greenpeace and XR stages in London at the “Big One” climate event in April 2023. Prior to this we engaged in a week long social media and press campaign called “Dis-Able the climate conversation” which led to media attention, with spots on the BBC and interviews with the Big Issue magazine.

We have built an ongoing collaboration with NPC, a think tank, where we are contributing to a long-term project on disability and climate change.

Following the introduction of photo ID for voting, we worked with the Electoral Commission to ensure the best possible disability equality advice to electoral officers and voters. However, we do not believe that this advice was made available prior to the May 2023 local elections, which saw many Disabled citizens being disenfranchised. In April 2023 We gave evidence to the Levelling Up, Housing and Communities Select Committee on barriers to voting for Disabled people.

Benefits and Poverty

From April 2022 to March 2023 those on means-tested benefits were forced to live on even more inadequate benefit levels, as the uprating in April 2022 was just over 3% whilst throughout the year, inflation ran at over 10%. Alongside others, we made representations to Government to increase benefit levels, but these were not acted on.

In terms of benefit processes, we continued to highlight the poor practice and injustice experienced by Disabled benefit claimants. We also spoke out against the proposed forced migration of those on Employment and Support Allowance to Universal Credit, arguing that the process would be difficult for some Disabled people, and that in the longer term, it would leave people worse off once any ‘transitional protection’ was eroded.

In March 2023, we strongly criticised the Government's White Paper setting out proposed reforms to the benefits system. The changes included, linking an additional health component of Universal Credit (UC) to receipt of Personal Independence Payment (PIP), scrapping the Work Capability Assessment (WCA) without putting an alternative assessment in place, and strengthening the sanctions regime. These reforms would start to come into effect in 2026 should the Conservatives win the next election. We made the case that the changes have the potential to deny Disabled people the additional health component of UC and make millions of Disabled people subject to harsh and unjust sanctions.

In spring 2022, we worked to establish the Disability Poverty Campaign Group (DPCG), led by DPOs. DPCG has a wide membership of DPOs and allies such as Scope, Trussell Trust and JRF. DPCG took a range of actions across the year to highlight disability poverty to Government, MPs, regional Mayors and Think Tanks.

The spiralling cost of energy - prices doubling between autumn 2021 and autumn 2022, led to incredible hardship for Disabled people, who rely on heating and or health and mobility equipment, to keep safe and healthy. DPCG made representations to Government and regularly met with Ofgem, to highlight the dire situation and make the case for targeted support. DPCG called for the forced fitting of prepayment metres (PPMs) to be banned by use of a social media campaign, press release and a letter individuals could send to their MP via the action network. Following media stories on the appalling practices of energy companies and the courts, forced fitting of PPMs were temporarily banned by Ofgem in February 2023. DPCG called for a social tariff for energy for those on the lowest incomes and the November 2022 budget committed to developing targeted support. DPCG met with the Department of Energy Security and Net Zero to discuss how a social tariff could operate and how Disabled people experiencing the highest energy costs could receive additional financial support. The DPCG reached out to and began a long-term relationship with Energy UK, the trade association for the energy industry. The Government is due to issue a consultation on a social tariff for energy in summer 2023.

Social Care

Social care services have continued to worsen, with long waiting lists, inadequate support and steeply increased charges. Institutional abuse in closed settings continue to be exposed, the transfer of autistic people and those with learning disabilities out of hospital settings is making little progress, and the incorrect use of Do Not Attempt Resuscitation Notices, persists. The number of people receiving Direct Payments has fallen for the

fifth year and recruiting Personal Assistants is proving extremely challenging, due to low pay rates and a shrinking pool of care workers.

Whilst we have raised the many problems with social care, influencing meaningful change has proved almost impossible. The year saw two reports on social care being published, "A Gloriously Ordinary Life" from a House of Lords Select Committee and one from the Archbishops Commission on re-imagining care. We gave evidence to the House of Lords Committee and organised a meeting between the Archbishops Commission and the DPO Forum. We spoke at the launch of the archbishop's report in January 2023. We organised a meeting to discuss the future of social care, between The Fabian Society and DPO Forum. The Fabian Society were preparing a report for the Labour Party. Following an initial meeting with the Fabians in autumn 2022, a follow-up meeting was held in early 2023 to provide feedback on emerging findings. The Fabians report was launched in June 2023. We are lobbying Labour MPs on the front and back benches, to seek meaningful commitments in this area.

In July 2022, following the launch of Integrated Care Systems, The Kings Fund and Disability Rights UK produced a report on the importance of health and care services engaging with Disabled people and their representative organisations. The report was based on input from Disabled people, DPOs and Disabled health professionals. We participated in a session on engagement with Disabled people at the Kings Fund Conference in November 2022.

Housing

In April 2022, the Government announced its rejection of the Grenfell Tower Inquiry recommendation on implementing Personal Emergency Evacuation Plans (PEEPs) for Disabled people unable to self-evacuate in the event of fire. We joined with Grenfell United and the Disabled leaseholder's group CLADDAG to voice our support for PEEPs – this included media coverage, letters to ministers, and a parliamentary petition.

We were honoured to attend events on 14 June, to mark the fifth anniversary of the Grenfell Tower fire – including an invitation from the Department of Levelling Up, Housing and Communities to attend the service at Westminster Abbey, and from Grenfell United to attend their memorial at Grenfell Tower. In our response to the Government's consultation in summer 2023 on Emergency Evacuation Information Sharing, we again repeated our calls for PEEPs to be implemented. We visibly showed our support for a judicial review by Disabled leaseholders brought in December, to challenge the Government's failure to implement PEEPs. We raised the importance of engagement with Disabled people with the new Building Safety Regulator,

responsible for the inspection of high-rise blocks. We also supported the Royal Institute of British Architects, to call for additional safety features, including second staircases, for new high-rise blocks.

We continued to press for the accessibility standards of new build homes to be improved through the Homes Made for Everyone coalition. In July 2022 the Government announced that new standards would be introduced but no implementation plans have been forthcoming. We are pushing forward accessibility and standards in social housing through the Homes for Us alliance, and have begun a fruitful relationship with New Economics Foundation – a key think tank.

During the year we strengthened the disability voice on housing issues. Only 9% of UK homes are accessible. Disabled people are major users of social housing and have much lower levels of owner occupation. The link between damp/disrepair and ill health in social housing, became a public scandal following the coroner's verdict on the death of a Disabled child.

We raised concerns regarding inaccessibility, unaffordability, disrepair and the need for advocacy support, in consultations relating to renter's reform, decent home standards and social housing rents. We also joined calls for a rent freeze for private tenants. In August 2022, we responded to the S36 consultation on reasonable adjustments to the common parts of buildings, seeking increased rights for Disabled residents but without costs falling on them. We are lobbying for a series of amendments to the Renters Reform Bill, to protect Disabled tenants in the private rented sector.

Education and Employment

Support for school age Disabled children continues to deteriorate, with many children not receiving the additional support they need and even those with Education, Health and Care Plans (EHCPs) struggling to receive the services they are entitled to. In spring 2022 the Government produced a Green Paper on Special Education Needs and Disability (SEND), which tinkered with the current system, provided no additional funding for SEND budgets and committed to increasing the number of Special Schools. Following consultation with Disabled young people, we submitted a response to the consultation, calling for schools to become more inclusive environments, SEND funding to be increased and greater accountability to all pupils requiring additional support including those with EHCPs. The Government's SEND White Paper was published in March 2023, which reflected the earlier proposals, including no radical reforms or additional SEND funding.

We engaged with government consultations throughout the year on education – including consultations on attendance, behavioural management, post-16 routes and careers advice provision.

During the year, we continued to support the Disabled Apprentices Network and published a report “Speaking from Experience” during National Apprenticeships Week in February 2023. The report has been well received, and the Minister for Disabled People and the Minister for Skills and Apprenticeships both spoke at its virtual launch.

We continued to promote the Disability Employment Charter, which now has over 150 signatories. We contributed to the development of a government website to inform small and medium size employers how best to support Disabled employees. In spring 2022, we responded to the Government’s consultation on disability workforce monitoring, calling for such monitoring to be mandatory.

Disability policy

Through the DPO Forum for England, we had regular meetings with the Minister for Disabled people and monthly updates with the Disability Unit. These enabled issues including the cost-of-living crisis, energy bills, Access to Work and social care to be highlighted.

Due to a high court ruling in January 2022, finding the Government’s National Disability Strategy (NDS) to be unlawful, in summer 2022. 14 actions in the NDS were paused, as they were only initiated as a result of the Strategy. We continued to ask that the remaining NDS actions be reported on, work is underway to do this but so far no updates have been shared.

Working with the All-Party Parliamentary Group on Disability, we organised a drop-in for MPs to mark International Day of Disabled People (IDDP). over 30 MPs attended including the Minister for Disabled people. We advised MPs on the key issues and shared a briefing on the major policy changes required. We also supported Marsha de Cordova MP with information and data on challenges facing Disabled people, for a debate on IDDP.

To mark IDDP 2022, the Minister for Disabled People announced his intention to publish a Disability Action Plan. A list of possible areas of focus were shared with the DPO Forum in February 2023, which were subsequently withdrawn following criticism. A consultation on the Disability Action Plan is due in summer 2023 and the Plan is set to be produced in December 2023.

In March 2023 we gave evidence to the Women and Equalities Committee on the inadequacy of the NDS, in particular the Government's failure to engage with Disabled people and the failure of the NDS to be strategic, long term and tackle systemic oppression and inequality.

Transport

We continued to campaign for improved accessibility of rail and bus services. We spoke out against Government and rail industry plans to close ticket offices, cut staffing and move to driver only trains. We advocated for improved communications across public transport to be in all formats, and for journey planning and ticket purchase to be equally and fairly available through non-digital channels and for the best deals on rail fares and time table information to be available through all information channels, not just smart phone and APP technology.

We continued to promote the inclusion of all Disabled people in public transport with our voice being an active part of stakeholder access groups and panels including the Office for rail and Road, the Rail Delivery Group, the Rail Ombudsman, various train operating companies and the Dft rail and bus groups, and Bus Users UK.

We worked closely with Network Rail, to ensure provision of correctly informed Disability Impact Assessments for repair and refurbish contracts. In February 2023, we worked with Sophie Morgan to launch the Rights on Flights campaign, highlighting the appalling treatment of Disabled people by airports and airlines in relation to passenger assistance, passenger communication and the safeguarding of mobility equipment. In April 2023 the Civil Aviation Authority launched a consultation on plans to inspect airlines on a range of disability equality measures and in June 2023 the Government announced that it would legislate to improve protections for Disabled people.

DPO Capacity Building Project

The disability rights movement and the sector of Disabled People's Organisations (DPOs) have been subject to the challenges of an evolving political and socio-economic landscape, increased barriers and the survival pressures of the human rights/voluntary sector. Within this context of increased competition for funding, higher demand for services, and ongoing uncertainty, Disability Rights UK recognised the need to initiate the DPO Capacity Building Project.

The project aim is to support the DPO sector by providing shared resources, targeted training and opportunities to connect with each other. Working together to make the case for the importance of DPOs to government, funders and society. We will support DPOs to navigate these uncertain times.

Project Overview

The project began in March 2022, with the training for DPOs delivered with Inclusion London and Child Poverty Action Group. In September 2022, the project appointed a DPO Development Manager. She carried out a rapid evidence review of current literature within the DPO sector.

Subsequently, a mixed-method research project was undertaken, encompassing qualitative and quantitative research into the DPO sector's development. This study involved 61 participants from 32 DPOs, through focus groups, interviews, and financial report analysis. The research was followed by thematic analysis of the DPO sector. Four overarching themes and 17 subthemes emerged. These findings provided valuable insights into the sector's context, capacity-building needs. A steering group for the project comprised of nine DPOs and one ex-CEO of a DPO consultant was created.

Through co-production with the group and guided by the research report, three action priorities were designed to develop the sector:

1. *DPO Sector-wide promotion*: Through strategic partnerships, the project will lobby for the value and expertise of the DPO sector, creating strategies for the recognition of the sector.
2. *The DPO Support Hub & training*: Generating digital resources and training to capacity build and facilitate the sector's resilience.
3. *DPO Connectivity, growth & Synthesis*: Promoting the connectivity, growth, and diversity of the DPO sector and disability movement.

Project achievements

1. DPO Sector-wide Promotion:

Funding Position Statement: A funding manifesto was co-produced with the steering board and DPOs in the "Our Voices" network. It advocated for funders to prioritise DPOs in their funding decisions, enhancing resources and funding accessibility for DPOs.

Compensation Framework: Developed in collaboration with DPOs, this framework outlined the minimum compensation required for services and expert consultancy. It is instrumental in promoting the sector's expertise and recognition.

Connecting with Young Disabled People: Partnerships with academic institutions were established to introduce the DPO sector to young Disabled individuals, fostering the sector's future workforce.

2. DPO Support Hub & Training:

DPO-E News: Launched as a dedicated email newsletter for DPOs and Disabled people-led consultancies, providing essential information on funding opportunities, tenders, and sector advertisements.

The DPO Support Hub project, an online toolkit for development resources and training, was launched.

3. DPO Connectivity, Growth & Synthesis:

DPO Map: Regeneration of a DPO map to aid DPOs in identifying potential partners and collaborators.

Intersectional DPO Forum: Established to amplify the voices of Disabled people from diverse backgrounds, providing them with a platform to share their experiences and insights.

Moving Intersectionality Project launch: Collaboration with Durham University led to the launch of the Moving Intersectionality Research project exploring intersecting perspectives of disablement. A diverse team of 13 Disabled individuals with intersecting marginalised identities and an intersectional DPO were brought together to form the coproduction board.

Next year the programme includes

- a Funders and Philanthropist Event with Lloyds Bank Foundation and NPC promoting exclusive funding schemes for DPOs.
- Social Media training for DPOs to equip them with the skills to secure funding and promote their work.
- An intersectional Forum Launch event

In conclusion, the DPO Capacity Building Project is progressing with significant milestones achieved. The project aims to empower DPOs, enhance their impact, and foster a more inclusive and resilient sector to benefit Disabled people and the broader movement. DR UK remains committed to this vital work, strengthening the DPO sector and advancing the rights of Disabled people in the United Kingdom.

Information and Advice

Personal Budgets Helpline:

Some enquirers were refused permission to use direct payments funds for transport costs to access community/day centre/leisure services. They were told to use their own PIP/DLA mobility element to pay towards transport costs although it was clear in their care and support plan that accessing community/recreational services was an eligible care and support need. One enquirer with down syndrome and a heart condition was allowed to use services in the community centre which is located far from her house but was told to use her own money to pay for transport costs – a cost she could not afford.

Many callers complain about the unfairness of the financial assessment and the high contribution that they are struggling to pay due to Disability Related Expenditure (DRE) which is not fully considered and leads to debts due to unpaid arrears. One enquirer from Birmingham complained on behalf of her daughter who has multiple disabilities, severe learning difficulties, epilepsy and autism. She was asked to pay £358 from the £608 PIP towards the care and support of her daughter.

Insufficient Direct Payment funds to pay high costs of care agencies, this affects the ongoing care provision and its adequacy. An enquirer is caring for her ex-husband who has complex needs. The care agency is charging £30 an hour but the LA is only offering £10.96 for several subsequent years with no increase of the hourly rate.

A few callers are self-funders who expressed their concerns that they do not receive any support because their savings are above threshold. One was concerned that his wife was denied any kind of support or information because of their high savings. She was even refused a care needs assessment and was not signposted to any other services. She was not informed on other means of getting support/information or advocacy. In total we responded to nearly 700 queries.

Feedback

“Without this extraordinary help that Banane intervened with her expert knowledge on Disability Rights, we could not have solved our issue as we were totally desperate, with the threat of a thousands of pounds bill that was not correct, and also that the local council are not even aware of any disability rights that people have.

Even with the mention that an organisation such as the Disability Rights was in the background helped us without measure, we could not have succeeded without this intervention .

When there are vulnerable adults with disabilities in the family, one feels like one is alone as there is really not much in the way of support and understanding out there, it is a daily struggle to even stay sane and feel the will to carry on.

Disability Rights UK gives us the support and the confidence to stand up for our rights and is a God send for us in these difficult times for Disabled people.

Ms S

Members Welfare Rights Helpline

This service provides expert advice to DPOs and other organisational members for complex welfare rights cases. This year we had a total of 448 enquiries.

Most enquiries concerned Personal Independence Payment (PIP) and Universal Credit (UC). PIP enquiries centre mainly on eligibility issues, assessments, and challenging decisions. UC enquiries cover the same areas, however also include the move from legacy benefits such as ESA onto UC; whether someone is better off through claiming UC. There are also problems with the award of the limited capability for the work element.

There are also issues around people in higher education losing UC in the academic year due to student income, but then being denied it during summer. We are in discussions with DWP regarding this.

An issue we are investigating involves self employed artists and the impact on benefits of payments to them for art work sold, but also work put into exhibitions.

Feedback

MSA Trust – insurance policy surrender value and PC, HB, CT reduction eligibility

Huge thanks as always! I have just passed on your guidance to a very relieved couple. Good learning for me too.

Richmond and Kensington ME Group – recording PIP assessment

Many thanks Ken. I think our member will be pleased because, according to the information I have about his sister's care, this does seem to leave her entitled to PIP daily living component.

Richmond and Kensington ME Group – PIP and care home

That's great, thank you for clarifying that for me. My client would also like to thank you for the information.

Disability Cornwall - recording PIP assessment

Thank you so very much for taking the time to look into this so thoroughly for my client and sending this information. It is very helpful.

Disabled students helpline

From April 2022 to March 2023 the helpline dealt with 1,697 phone and email enquiries. Enquiries covered a variety of learning areas which we categorise as follows: Further Education (FE) and Adult Education (30.5%), Undergraduate study (49.5%) Postgraduate study (12%) and Apprenticeships and other work-based training (8%).

The top 5 subject areas were: Funding for fees and living costs as a student (34.5%)

Getting support with studies (16%), Disabled Students' Allowances (DSAs) (13%), Complaints (11%), Equality Act (9%).

Between April 2022 and March 2023, 92.5% of our helpline users rated our information and advice as useful to their needs.

New challenges for Disabled students

Recently there has been a rise in emails and calls relating to schools and colleges refusing to apply for access arrangements for young Disabled or failing to make requests for access arrangements well in advance of exams to allow exams boards to review and respond in time for the actual exam concerned.

There is a legal requirement to make reasonable adjustments for exams under the Equality Act. Young people and their families are unable to apply for access arrangements directly with the exam boards themselves and relying on the schools and colleges to do their part.

One parent explained told us '*Unfortunately, the school are not being particularly helpful and are refusing to implement reasonable adjustments and access arrangements, despite the fact that they have a letter from her paediatrician outlining what she needs, and she has a progressive condition and disability as defined by the Equality Act 2010.*'

Another told us that despite the college being aware that the young person would need access arrangements based on his normal way of working, they insisted on a diagnostic assessment for ADHD. Once this was provided to the school, he was told by the school that there was insufficient time to collect evidence from teachers to support the request before the Joint Council for Qualifications (JCQ) deadline.

With the rise in rent, bills, and food prices, we have heard from Disabled students who have wanted to know about what their funding options are to maximise their income. Disabled people often face higher living costs than non-disabled people for example needing more heating to stay warm whilst other use extra electricity to charge up items of assistive technology and electrical equipment such as powered wheelchairs. They have expressed concerns about their ability to manage as a Disabled student and are cutting back on heating, food and even travelling to their place of study to save on transport costs.

With the increase in cost of living, young people no longer being eligible to establish UC claims, the yearly increase in maintenance loans not matching inflation, the reality for many is to withdraw from their courses. For the 2023/24 academic year, maintenance loans to help with living costs is increasing by 2.8%. This falls extremely short of the current rate of inflation, which stands at 10.7%. Meanwhile, the Welsh Government has increased loans by 9.4% and in Northern Ireland by 40%.

Prospective and current Disabled students have sought advice on whether universities should be charging higher rent for specialist accommodation required because of disability. The cost makes going to university unaffordable for them.

One adviser wrote to us 'I have recently had an enquiry from a student and social worker about a student who is living on campus in halls accommodation and is likely to for the next 2 years. Their medical needs have changed and now require a carer to live on campus this will change the type and cost of room. There is a dispute between the local authority, the university and the student on who should meet the cost of the additional room.'

A young person said 'I am a student with Crohn's Disease that is going to start university in September. Due to my condition, I have had to apply for accommodation with an ensuite, which costs extra. My maintenance loan is unable to cover the entire cost of accommodation, let alone food and other

expenses. The university said it is not possible to reduce the price of the accommodation, or even let me pay the price of a non-ensuite room.'

A parent writing on behalf of their young person stated 'We felt that he needed accommodation which is quiet due to the fatigue he suffers from and a room with an ensuite due to the frequency and length of time he needs the bathroom. We didn't think it would be fair to others or fair to my son to use shared facilities. The room available to our son costs a lot more than standard accommodation. The university will not make a reasonable adjustment to the cost of the accommodation. Is there any type of funding he can access for this?'

Young Disabled people with mental health impairments have reached out to take advice on how to best convince their sixth form colleges to adjust their policies and allow a reduction to the number of A levels they take. The students advised that they are unable to manage full-time study hours due to mental health worsening and are missing classes and work, finding it hard to catch up and experiencing more anxiety and stress.

Our helpline users explained that the main reasons provided by sixth forms and colleges against reduction of A levels are:

- It is only permissible where a young person has a EHC Plan.
- One response states *'We cannot justify having students on just one A level (or equivalent) course, and this has very limited progression options'*.

Website

Between April 2022 to March 2023 there were 133,977 visits to our education factsheets and guides.

The most popular factsheets were: Applying for Disabled students' allowances (22,341 page visits), Access to Work (21,339), Careers and work for Disabled people (17,630), Adjustments for Disabled students (14,858), Understanding the equality act: info for students (10,190), Funding further education for Disabled students (8,216). In addition, our Student FAQs page had a total of 15,710 visits.

96% of users of DR UK factsheets and guides who report wider awareness of the options and increased confidence in choosing their own career path.

Next Steps

We have been working on reaching young Disabled people, parents and professionals with advice and information through other channels and intend to grow and develop this further.

We have worked with partners such as Amazing Apprenticeships, Oakwood Specialist College and Undershaw to deliver workshops/webinars to inform young people and their families of various post 16 options and the support that is available. There have been discussions with Undershaw to work on podcasts this year.

Following the success of our TikTok video on Disabled Students Allowance, we are working on a series of Tik Tok videos covering different post 16 options and the support available, including supported internships, traineeships, apprenticeships, full-time study in a mainstream setting and higher education.

We recently connected with colleagues at the Association of Colleges and are discussing ways in which we can work closer and use their network to disseminate our resources and reach more young people, parents and professionals.

In April we conducted a survey to explore the reasons Disabled people decide to share or not share information about their impairment or health condition, with education providers, training providers and employers. We've had 633 responses to our survey and are in the process reviewing the data. By the end of Q2 we aim to produce a report with our findings.

Career opportunities

The Leadership Academy Programme (LAP)

The LAP has now reached its 9th year and since pivoting the programme from an in-person delivery to online, one of the major benefits has been the breakdown of geographical barriers. With the programme being delivered online, we can reach a wider pool of talent and more organisations. Delegates have told us that the move to online has been beneficial, and better enabled their participation and ability to commit to the duration of the programme.

Learning from the LGA programme (The Disabled Councillors Leadership programme) last year, we had a complete redesign of our main LAP delivery. We now offer module days on conflict resolution, managing difficult conversations, and co-production on a new 'Inclusive Leadership Tool'. The future for LAP is to establish ourselves as market leaders for the delivery of Leadership Training for Disabled people. We hope to secure funding to offer various leadership pathways.

The most significant impact that the programme has each year, is the increases in confidence for delegates, who go on to apply for more senior posts or have the confidence to change roles altogether. But beyond this we hear that delegates feel supported and for the first time able to really share their 'lived experience' as Disabled employees. This makes them feel heard and affords them the opportunity to learn from and share experiences with each other in a safe environment. This is unique in that their usual experience has been attending training where they do not feel they can be open and share in the same way.

This year we have included a new measurement tool, 'The Inclusive Leadership Charter', the focus of which is the use of co-production methodology to include the opinions and thoughts of all our LAP participants. Whether it is our main LAP cohort or one of our bespoke programmes, we have included a module, where delegates work together to share ideas, experience, expertise and good practice on 'what is authentic leadership for a Disabled employee'. The tool, along with the delegates reports, is to create an online tool that we can use to support employers and employees, to enact, good inclusive practices in the workplace, in their policies and procedures and as a guide for good practice.

Participant feedback

"I've found this entire journey incredibly rewarding and confidence building, so I'm very grateful to have taken part.

... being partnered with Yani as my mentor has been absolutely fantastic. She's been a brilliant source of support, guidance and clarity, and it was great to be partnered with someone also working in the EDI arena. So, huge shout-out to Yani!"

I have some great news; I was 2nd nationally out of 548 nominees for an Inspirational Woman award from the British Association for Woman in Policing this week.

Zoey has gone on to create a Neurodiversity Support Network in her workplace, reaching out to colleagues with lived experience of these conditions to ensure a well-rounded and effective support network. She also fought for her workplace to train Peer Supporters, through Mind charity, establishing a team of Neurodiversity Specialist Peer Supporters. This network has since supported over 60 colleagues in just a year. As her workplace put it, 'Zoey is an inspirational woman and thoroughly deserving of formal recognition.' The full story can be read here:

<https://www.disabilityrightsuk.org/news/stories-success-dr-uk%E2%80%99s-leadership-academy>

Social Media

We continue to reach the Disabled and wider leadership communities through social media. Our Facebook and Twitter communities are more recent and are steadily growing. Our LinkedIn community now has a reach of 5,939 connections and 6,051 followers. We continue to share our learning with the wider community, so we impact the lives of more Disabled employees and provide information, and guidance for employers.

Communications

We have created an online community for delegates, partners, mentors, facilitators and other interested parties. Some channels are open, and others are locked and can only be accessed by invitation. This platform is a communication channel for all our LAP participants to continue to dialogue and share their ongoing success stories, disability specific or related articles, opportunities for Disabled employees, changes and development in legislation and much more. To date we have 98 participants.

Building on our existing partnerships with businesses we continue to form new partnerships and this year we are in discussions with a new partner

Vodafone. We hope to extend the offer of LAP beyond their regional branches to their international sites.

Due to the success of our 2022-23 Disabled Councillors Leadership Programme, with the LGA last year, we have been commissioned to deliver a second cohort for their 2024 programme.

The 2024 LAP will see a mixture of partners placing delegates onto our main programme between February and September 2024 and further Bespoke Programmes, including Hull University Hospital.

Mentoring

We grow our mentorship programme each year, and we still acknowledge that the volunteering of senior leaders to support the delegates on LAP, continues to play an essential role in the overall programme's success, but more importantly, the personal one-to-one experience for each delegate. This year we welcomed 3 new mentors to add to our existing pool.

Achievements

In May 2023, the Leadership Academy Executive, Katrina Morris, was nominated for the Diverse Board Awards – Rising Star. We extended the opportunity to ask their Chief Operating Officer (COO) to not only mentor, but to also continue to support us with new mentors for each cohort year and as the COO of the Diversity Group, which is a Recruitment Consultancy, they have kindly agreed to provide a one-day workshop each year on CPD and what Employers look for on your CV and LinkedIn profile. The delegates really found this to be beneficial.

Disability and Skills Unit

Disabled Apprentices Network (DAN)

The Disabled Apprentice Network (DAN) and the Department for Education (DfE) are working together to understand the current barriers Disabled people may face in undertaking an apprenticeship, identify what works and co-develop solutions which support Disabled people to undertake apprenticeships.

During National Apprenticeship Week we held a Lunchtime Q & A session with 2 schools and DAN members. Students were able to ask questions about apprenticeships and Dan members explained some of the benefits of doing an apprenticeship.

We launched the 2023 DAN report Speaking from Experience: Getting It Right for Disabled Apprentices on February 8th. The report considers what works well through collecting and analysing young Disabled people's experiences of how they receive information about apprenticeships; their engagement with training providers and employers, and the support they have received. We also collected the views from various stakeholders who work with Disabled young people.

The report is available at <https://www.disabilityrightsuk.org/disabled-apprentice-network> and you can see DAN members on TikTok at <https://www.tiktok.com/@disrightsuk>.

Round table discussions

We held three online round table discussions, individual meetings and online communications sessions with careers advisers, job coaches, training providers, education professionals, local and regional government representatives, employers and other stakeholders working with apprentices. Some issues raised:

- Not enough information about part-time apprenticeships
- What support is there for people when they're unsuccessful in an application process and apprenticeship? Is there a follow-up?
- Information for Disabled people needs to be embedded in the standard information about apprentices/careers guidance and information.
- Careers advisers need to be qualified and have better training about disability.
- Parents and Disabled young people need information in simple, straightforward language or cannot access disability-related support.
- More consistency and clarity is needed from training providers about off-the-job training.

Get Ahead

Get Ahead is a toolkit and resource. The newsletter and magazine helps Disabled young people and their circle of support navigate the wide range of information and resources available in post-16 education, training, and work. <https://www.disabilityrightsuk.org/get-ahead>

We published information on the National Apprenticeship Week, support for Disabled apprentices, Disability confident employer scheme, Good Youth Charter, DAN, the Education and Training Foundation and the DR UK Student Helpline.

Webinars

We delivered a webinar with Amazing Apprenticeships 'Time for change' on October 17th, 2022. 150 people watched live and over 130 on catch up. A few resources were requested including networking, workshops, support for line managers, useful hints and tips and guides.

We delivered a webinar with the Apprenticeship Support & Knowledge for schools and colleges programme (ASK). This was for Disabled people, parents and key advisers. The webinar covered a range of topics including: sharing information about disability with employers and training providers, reasonable adjustments to make the training accessible and access to work.

Influencing public attitudes and behaviours

Media coverage

The rising cost of living dominated media coverage in 2022 to 2023 including, the just over 3% increase in benefit levels in April 2022 (whilst inflation was over 10%), spiralling energy bills and food costs, and rising rents. These were all issues that we commented on in press, radio and TV.

In November 2022, following rumours that Personal Independence Payment (PIP) was to be means tested, we supported a coalition of major recognisable faces within the Disabled community, to spearhead a campaign to prevent this happening. We worked at a fast pace, leading a small working group and developing a campaign including a schedule of media coverage. In the event the Government confirmed that there were no plans to 'means test' PIP, however, the work done to build relationships with Disabled celebrities will assist future high profile campaigns.

We spoke at the Channel 4 internal Paralympics launch about how best to represent Disabled people. Most of Channel 4's senior executives were present.

We continued to write a dedicated column on disability in the Mirror – Dis Life – which gives us a dedicated weekly outlet to hold those in power to account, to highlight our campaign work, or to highlight the struggles and wins of Disabled people in daily life. The Mirror was nominated for, and won, national awards in the past year for its Disabled Britain series, within which we had a strong advisory and editorial role, and produced a significant amount of copy. We continue to attend bi-annual senior editorial board meetings to advise on how best to represent Disabled people across Reach PLC.

We worked with broadcaster, presenter and author Sophie Morgan to launch a Rights on Flights campaign to bring about better conditions for Disabled people who use air travel. We co-ordinated responses for submission as part of a petition to Number Ten Downing Street. The campaign received a huge amount of national press coverage and contributed to policy change, with positive announcements from the Civil Aviation Authority and the UK Government on improving equality of access for Disabled passengers.

We continue to work to gain coverage for issues affecting Disabled people in the national press and broadcast media by sending out press releases, responding to requests and making links with journalists.

E-news moved to a fortnightly distribution in summer 2022, including a wide range of news stories commenting on Government announcements, research reports or that promote DR UK perspectives. The Christmas and New Year editions carried messages from our CEO to our readers. A survey of readers was undertaken in March 2023, which has informed further changes.

Digital communications

Website

- Users: 1,125,496
- Page Views: 2,561,751
- Average session duration: 1 minute 20 seconds
- 86% new visitors, 14% returning visitors

Top pages:

1. DR UK homepage
2. Radar Key
3. Work Capability Assessment
4. How We Can Help

Social Media

Twitter and LinkedIn don't record analytics from prior to 12 months ago. The below stats are from September 30th 2022 – March 31st 2023

Twitter:

- 3% engagement rate
- 3.6k link clicks
- 3.1k retweets
- 4.6k likes

LinkedIn:

- 1,435 Page Views
- 647 Unique Visitors
- 733 New Followers (in this time period)

Facebook:

For the 1st April 2022 – 31st March 2023: 8,039 reach, 2,720 page visits and 846 likes

Since then, for reference, 19,800 people were reached by our posts in the last 90 days, up 89% from the previous 90 days.

E-News

Between these dates, our e-news was opened 212,692 times, averaging 6,647 opens per e-news (32 e-news bulletins were sent out in this time).

Get Yourself Active comms

The GYA website continues to perform well. Our latest stories have strong engagement metrics, and returning user levels are maintained. In this time period, we managed to secure 10,000 new users to the website, who spent an average of one minute on the GYA website. In this period, the most effective pages were:

- News of the Sport England Active Lives report
- A guide on how to get active
- The social care activity pack

On social media, our Twitter presence continued to grow. We have found that gym and leisure resources perform particularly well, with our guide on inclusive gyms doubling our average retweet score for tweets and getting lots of views on the website.

Our funding guidance is also popular. This may be due to them being for a more DPO/organisational audience - who are more able to use these resources. Our monthly newsletter continues to be effective with an open rate of 30%.

We continued to collaborate successfully with DPOs and other organisations that support Disabled people to get active. Over the period, we've worked with many new and exciting partners to create over 30 new stories and guides with organisations such as Rethink Mental Illness, Groundwork UK, Khalsa Football Academy and many more.

Get Yourself Active (GYA)

In July 2022 GYA moved to the next phase of work with Sport England as a System Partner. This means an investment of £1,773,068 over five years, allowing us to continue our existing work and to expand our reach and potential impact.

Our first year working as a system partner has been a process of integrating GYA's work to tackle inequalities in physical activity across DR UK. We have taken an outcomes led approach towards internal change which has enabled

us to develop a robust Theory of Change (ToC) based on evidence and lived and worked experience. The new ToC has enabled us to develop a series of integrated posts which will be able to meet the outcomes we have mapped out. We have aligned this process with the redevelopment of the DR UK strategy and structure. This provided us with an opportunity to think strategically as well as practically about how multiple staff members feed into our work with Sport England.

We created a GYA Policy and Campaigns post which sits in our policy team. This post has focussed on policy and campaigns on social care, health and Integrated Care Systems (ICS); benefits and the activity trap; active travel for DPOs and green and blue spaces. We will also be recruiting a Relationships manager and Data and Insight manager later in the year.

Moving Social Work (MSW)

MSW is a partnership between Durham University and DR UK with support from Sport England, National Institute for Health Research and a range of partners. Moving Social Work aims to upskill and empower the social work profession and its numerous stakeholders to take ownership of movement advocacy for and alongside Disabled people to create lasting change. The first phase of this programme ended in April 2023 and we are currently going through the process of moving on to phase two in Autumn 2023.

In the first phase of Moving Social Work, we conducted rigorous research to find out how best to educate and train people who are doing a social work degree, and those working as social workers, in how to promote physical activity to and for Disabled people. Phase one of MSW delivered 21 lectures to 301 social work students and 10 training sessions to social workers across 6 local authorities. The results of this feasibility trial demonstrated that Moving Social Work impacts on social workers by upskilling and empowering social workers to promote physical activity in their daily work.

In the next phase of work, with support from Sport England, Disability Rights UK and Durham University will:

- Scale the programme nationally (embedding promotion of physical activity into social work's professional leadership culture, standards & curricula, national campaigning, contributions to research knowledge etc.)
- Engage social workers and Disabled people in championing the benefits of physical activity for Disabled people (e.g. co-designing & delivering training, shaping learning & dissemination etc.)

- Develop and evaluate place-based model(s) for MSW (in collaborations with Social Work England; Active Partnerships; DPOs; NHS and local authority colleagues).

Social Care

Following our initial pilot social care training in early 2022, we have continued to roll out training to better support the social care sector to support Disabled people to be active.

The training packages have been updated and have just started phase 2 on the initial pilot site, Nottingham. We have also identified 3 new localities where this will be rolled out. The feedback has been invaluable, and the pilot sites are keen to still be involved.

We want to look at how to capitalise the motivation and drive immediately after receiving the training and find levers to embed this into day-to-day practice. DPOs are still under a great deal of pressure of finances and time.

We are in constant conversations with them and the development of the DPO support hub responds to their concerns and needs. We foresee this helping to build resilience in the sector so we can continue to work with them. We have identified potential DPOs that will assist with the new pilot areas.

Co-production

From delivering pilot co-production training to the sport sector in the last phase of GYA, we know there is more work we need to do around improving knowledge and confidence in the sector.

We are currently developing a 'shared narrative' around co-production and what it means in practice, in order to improve knowledge, guide action and influence policy and practice. We held four round table events that brought a broad selection of organisations together to shape a shared narrative of co-production that may be used by multiple organisations as a guide.

From these roundtables, we were able to gather insight into how organisations currently implement co-production into their day-to-day work. The document will be broken into segments when finished, making this an easy-to-use guide for co-production.

Together Fund

Since August 2020 DR UK has been a national delivery partner for Sport England's Together Fund (previously known as the Tackling Inequalities Fund).

The fund aimed to reduce the negative impact of Covid-19, the associated cost of living crisis and any widening of inequalities in participation rates in sport and physical activity. Data from the Sport England commissioned "Physical Activity attitudes and behaviours" [survey](#) during Covid-19, shows widening gaps in activity levels across certain communities: people from Lower Socio-Economic Groups; Culturally Diverse Communities; Disabled People and People with Long-Term Health Conditions.

We focused on promoting the fund to two of the four priority audiences above (Disabled people and people with long term health conditions) and split the application process into two separate routes.

Small grants of up to £3,000 and large grants of up to £10,000. Small Community Organisations that were not Disabled people led and did not have a project idea that was led by Disabled people could apply for up to £3,000. Disabled People's Organisations (DPOs) that could demonstrate that their project idea was Disabled people led could apply for up to £10,000 from us.

From April 2022 to March 2023, we funded 59 projects totalling £231,485, supporting more than 3,000 individuals identified as Disabled and/or having a long-term health condition to be physically active. Of these 59 projects, 14 were from DPOs that had a Disabled people-led project idea, which made up 48.3% of the total amount of funds awarded in the 12-month period. Most of these projects provided either a single organised physical activity (such as cycling, swimming, walking and horse riding) or a mix of different sports (such as climbing and archery, or a multi-week programme of different activities). Projects that provided yoga or dance tended to take a holistic approach to improving physical and mental well-being, of which physical activity played an important role. Below is a map of the geographical spread of projects.



Figure 1: A map showing the geographical spread of the organisations Disability Rights UK funded via the Together Fund between April 2022 and March 2023.

Quotes from Together Fund projects:

“Get Active Together’ has made me realise I do have something to offer others and the self-worth and esteem that gives me is priceless” – Living Options Devon participant

“We have always found the TIF grant programme staff at DR UK extremely helpful and appreciate the regular newsletters and training opportunities etc.”
- Living Options Devon’s Impact and Evaluation Manager

“Since starting DanceSyndrome J has a whole new routine to her Saturdays and as a direct result has seen improvement in her college work (foundation skills) which means she has shown enough improvement to continue her

classes, something which may not have happened without this routine.” - DanceSyndrome participant’s parent

“Always very helpful staff at DR UK who have introduced us to a variety of very informative resources. We have learnt tremendously on language pertaining to disability and ways to encourage active lifestyle among our audience.” – Misgav’s Development Manager

“I really value having the support of DR UK. As the critical activity we provide does not readily fit “standard” application forms, and DR UK has the ability to understand the needs / barriers this community faces and apply pragmatism. Thank you”. – Head of London Wayfarer Flyerz

“I just wanted to say we attended the meet and greet session and really enjoyed it. What a lovely well run site and lovely staff - thank you” – Wakefield Riding for the Disabled Association participant.

Training and Consultancy

We sold a record 23,000 Radar keys last year. The keys provide independent access to over 9,000 accessible public toilets around the UK. We continue to work in partnership with Nicholls & Clarke, who invented the Radar lock that is still fitted and used today. Monthly highs are a continuing trend.

The scale of growth surprised us somewhat, and we cannot account for all of it, but factors include; the launch of the new online shop in March 2022, the revamped website, carefully planted messages about the history of the National Key Scheme and influencing of partners to re-direct their websites to us.

Maintaining the price at £5 including postage has also undoubtedly helped us gain a higher market share.

The Disability Rights Handbook and other publications were up £23k on budget. The digital version of the Handbook, which sits on the Child Poverty Action Group AskCPAG platform, attracted over 600 subscribers, and brought in £16k – which was additional income since book sales also increased slightly compared to the previous year.

During the pandemic we started delivering online training and this continued to grow. DR UK worked with over 80 private and public sector organisations to promote and create inclusive environments, products and services.

Disability Confidence training remained our primary product, mainly training managers and HR teams. These organisations included:

Chelmsford Council	Nottingham University
Climate X	Nuffield Foundation
Department for Transport	Penguin Random House
Dounreay	Royal Astronomical Society
Eversheds Sutherland	Royal College of Psychiatrists
Francis Crick Institute	Siemens
Health Education England	Town and Country Homes
Local Government Association	Women in Prison
Literacy Pirates	York Business Improvement
Mind	District
Netcompany	

We also continued to expand the other ways we work with businesses, such as access audits and Disability Confident Level 3 Leader validation. We continued to deliver ad hoc consultancy to ALDI, South Western Railways

and Oxford University Press. amongst others and utilised our in-house expertise for external speaking opportunities.

In total our training and consultancy delivered an operational surplus of £49,068 in 2022/23, a profit increase of 11% compared to the previous year.

Fundraising

During this year we undertook a review of our funding streams and made definitive links between these and our new Strategic Goals. This has helped to crystallise our messaging to funders about how the resources they award help to achieve our aims. The findings of the review have been fed into a regularly updated spreadsheet which is sent to our Finance Committee for consideration in advance of quarterly meetings, and provides the opportunity for more detailed feedback, including that which we receive from funders, and questions to staff by the Committee.

We further developed our partnership approach to funding, leading to money from the Disrupt Foundation for our work with People's Voice Media to gather and curate stories for the Covid Inquiry. This is an area on which we continue to build and regularly expand our 'potential partners' portfolio. It is also in line with our ongoing commitment to co-production, with the aim that one day all the funding bids we submit are co-produced.

The addition of a Digital Content Officer to the our team has made an appreciable difference both to our digital ability and capacity. We have trialled QR codes which are now included on our published materials and running vests, and also on the festive cards which we sold via the shop in the winter. We have engaged Enthuse as our giving platform which gives us access to useful data.

During the year we also benefited from the fundraising activities of our Marathon and Asics runners and from the regular donations from trusts and foundations such as the Snowdon Trust and the Elizabeth and Prince Zaiger Trust.

In terms of monies raised, it has been a mixed bag during this year with some successes but also a considerable number of rejections, underlining that the funding environment continues to be challenging. We do, however, have a considerable amount of high quality written material which can be repurposed.

Plans for the future

Our New Strategy for 2023

Vision

To create an inclusive society where Disabled people have equal power, rights and equality of opportunity.

Mission

To support the Disability Rights movement campaigning for the rights and justice of all Disabled people.

We work together to build the capacity of Disabled People's Organisations including DR UK, engaging and networking to speak with a unifying voice on the inequality that affects our lives.

We bring the lived experiences of Disabled people to everything we do. We challenge policy makers, institutions and individuals to remove the barriers that exist for us as Disabled people.

Values Statements

Disabled people matter because we are here, because we belong, and because we are part of human diversity. Human beings are wondrously different in so many ways and we celebrate this.

- We uphold Disabled people's human rights and oppose racism and all forms of discrimination.
- We are driven by the experience of Disabled people in all its richness.
- We think that kindness and consideration are strengths and a necessary force for change.
- We live by the principle of 'Nothing about us without us' to ensure our full participation in everything that affects us.

Strategic Goals

1. Support, build and engage in the Disability Rights movement
We are a part of the movement and will work with it in partnership and solidarity. We will work with others to support our organisations to build capacity and to fight for the rights of all Disabled people.

2. Grow ourselves and the DPO sector

Survival of our rights-based organisations is important to continue our fight for change as we work towards an inclusive society.

3. Advocate for change

We will continue to speak truth to power, create campaigns and lobby with members. Listening to the lived experience of all Disabled people, we will advocate for the changes we need to live equal lives, with the right support at the right time.

4. Develop our knowledge and understanding

Better understand our impact through strategic and targeted evaluation. We will work with the DPO sector to build an evidence base that we can use to influence funders and governments, to better understand us and our organisations and the role they play.

5. Advise and inform

Providing high quality advice and information, written by Disabled people for Disabled people and DPOs.

Policy Priorities for 2023 to 2024

Policy priorities will be reviewed as part of our new strategy launched in 2023. We will build on the previous areas of focus, as the work is ongoing and the inequality experienced by Disabled people continues to worsen.

Our priority to defending and securing rights continues to be central to all we do. We will continue to work on the Human Rights Act, hate crime, climate change, benefits system, transport, house.

We are core participants to the Covid-19 Public Inquiry, and will work with our colleagues at Inclusion Scotland, Disability Wales and Disability Action Ireland to bring the voices of Disabled people to the hearings. We will ensure that we engage with the wider community paying special focus to intersectional DPOs.

Our other priority areas are:

- To protect and secure rights for Disabled people
- To ensure the voices of Disabled people are heard during public Covid 19 Inquiry
- To influence the level of benefits and improve benefit processes
- To improve health and social care
- To improve education and employment opportunities

- To influence digital accessibility and inclusion
- To improve participation and representation
- To influence transport, housing and the built environment

General Election

With the General Election now on the horizon we will work with the DPO Forum members and other Deaf and Disabled People's Organisation to unify our asks of political parties. We will work together to put forward the views of Disabled people and to understand what each party is planning for its manifesto.

In partnership with others, we will look for ways to support Disabled people who are interested in better understanding the political landscape and what it takes to be involved on a local and national level. We will continue to push for a replacement for the Elected Office Fund and the EnAble fund.

UNCRPD

We contributed to the Civil Society report in 2021/22 and then in 2022/23 to the special protocol review report. We will continue to support colleagues in Inclusion London and the other nations as this progresses to the UNCRPD committee. We will seek funding to support a delegation of representative organisations and individuals to be present when the committee carries out its review.

Equality, Diversity & Inclusion (EDI)

We will continue the work we started in 2022/23 in this area. Having appointed two Disabled consultants, we will scrutinise ourselves, develop our understanding, learn about areas of development and get on with the work. It is a journey we are on and committed to.

Promoting Physical Activity - Moving Social Work

Building on the work we started in 2022/23, the next phase of work, with support from Sport England, and in partnership with Durham University we will scale the programme nationally, and engage social workers and Disabled people in championing the benefits of physical activity. We will develop and evaluate place-based models in collaboration with others.

Disabled Peoples Organisations

Our new strategy has a specific focus on supporting and working with DPOs. The funding secured from Legal Education Foundation in 2022/23 will allow us to continue the work which will include a new DPO Hub on our website. The hub will have shared resources, training material and a place to collaborate. We will be based on the research carried out by the DPO Manager

in 2022/23 develop new offers to DPOs and improve our connections with intersectional DPOs.

Financial review

The charity had a positive movement in funds of £18,943 (2022 £8,720). This has improved the balance sheet which now shows net assets of £333,158 (£314,215), of which unrestricted reserves are £275,463 (£241,568).

This year represents a return to more familiar operating circumstances after two years affected by the Covid-19 pandemic. As there was little certainty around trading activity entering the year, a cautious breakeven budget was set yet the executive achieved a small surplus.

Income from Trusts and Foundations increased year on year. The programme to support Disabled People's Organisations funded by the Legal Education Foundation began and funding from the Three Guineas Trust was for a full year instead of half a year in 2022. The charity was also successful with a bid to the Social Enterprise Fund.

Trading activity was strong with the launch of a new online shop boosting sales. The flagship Disability Rights Handbook publication increased sales year on year for the first time since 2019 and Radar Key sales had another record year, 23,000 being sold.

Training and consultancy turnover increased by 35% with the return of in-person training supplementing a growing online offer. The charity delivered training to a diverse pool of over 60 customers across the year including local and central government departments, large corporate partners and several NHS properties.

The charity continued to work with its long term partners at the Department for Education, Sport England and City Bridge Trust.

The active pension arrangements for staff are all now defined contribution and the charity has complied with its obligations under auto enrolment. This has included the second three year anniversary re-enrolment which was completed in July 2022.

The Finance team supports the charity's activities by providing financial analysis, reporting to funders and giving administration support. The charity does not hold material financial investments.

Reserves policy

As at 31 March 2023 the unrestricted reserves are £275,463 (2022: £241,568). The reserves policy is reviewed annually by the Finance

Committee and the main Board of Trustees. The core running costs (excluding project expenditure) for 3 months are approximately £280,000 (£250,000), which is the level of reserves the Board consider appropriate. The charity has a variety of income streams which are both long and short term. And like many charities some income is uncertain and there are always income targets that need to be met.

Last year an additional £50k was added principally to cover the cost of living crisis, but this is not included now. The policy is therefore to try to build up unrestricted reserves to £280,000. With unrestricted reserves at £275k, we are £5k below target.

Going concern

The charity manages its cash position very carefully. The 2023/24 budget was developed on a prudent basis taking into account any potential future impacts of the uncertain economic climate. The budget, cash flow and financial plans are closely monitored with any negative variances being quickly addressed to ensure the financial viability of the organisation over the longer-term.

The trustees have considered the going concern issue and are confident that there are sufficient resources and plans in place to ensure the charity is a going-concern for the twelve months following the signing of these accounts.

Principal risks and uncertainties

The principal risks faced by the charity are the failure to secure new grant and trust funding and a reduction in unrestricted income through sales, donations or training and consultancy. The trustees are fully aware of this and there is a constant drive to find new sources of income. At the same time costs are monitored as closely as possible. The Leadership Team review the top risks regularly, and these are presented to every Board of Trustees meeting. In addition, the Risk Register itself has been reviewed and improvements made around actions and controls.

With thanks to our Funders

We would like to thank our funders and supporters for their funding and kind donations throughout the year:

Care Quality Commission	Legal Education Foundation
City Bridge Trust	Lloyds of London Foundation
Department for Education	Netcompany
Disrupt Foundation	Snowdon Trust
E-surv	Social Enterprise Support Fund
Edinburgh Trust	Sport England
Elizabeth and Prince Zaiger Trust	Three Guineas Trust
GD Herbert Charitable Trust	

Some special thanks to those individuals and organisations who took the time to fundraise for us during the year, including:

Marathon runners: John Butcher, Dan White, Jessica Jones, Jennie Reid, Kian Ardan

And finally, thank you to our members.

Our funders, supporters and members enable us to deliver our priorities and strengthen our voice.

Structure, governance and management

The charitable company was established under a memorandum of association and is governed under its articles of association which are available on the website.

As per the Articles of Association, the board must consist of a minimum of six trustees and a maximum of 16 of whom 75% must be Disabled people. No fewer than three quarters of the board shall be elected by the membership and no more than one quarter appointed by the board. Currently the board comprises 10 Trustees of whom 9 were elected with the treasurer being appointed by the board. The board manages the business of the charity and exercises all the powers of Disability Rights UK. It seeks to ensure the charity is compliant with charity and company law and works with its charitable objectives.

We have two sub committees accountable to the main board, each with agreed terms of reference and delegated authority from the board. They are the Finance Committee and the People, Equality and Governance Committee. A member of the management team is responsible for each committee. These committees can have co-opted members who are not trustees, at the discretion of the main board. These individuals are subject to the same declaration of interest policy as trustees.

The trustees delegate the day-to-day running of the organisation to the Chief Executive, supported by the Leadership Team, who are the Financial Controller, Head of Policy, Head of Advice and Information, Head of Programmes and Impact, and Head of Development.

The organisation is a private company limited by guarantee, incorporated on 14 July 2010 and registered as a charity on 26 October 2010. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Appointment of trustees

New trustees are appointed through a fair and open process ensuring, as far as possible, diverse representation from a cross section of society, including different experiences of disability and skills. Trustees are elected on a three-year cycle.

Trustee induction and training

New trustees spend a day meeting key management personnel and other members of staff to learn about the projects and programmes delivered by the charity. Incoming trustees are buddied with an existing member of the board.

Remuneration policy for key management personnel

Remuneration for all staff, including key management personnel, is considered in the December/January period before year-end when the budget for the next year is set. There is union consultation via a member of staff under a voluntary trade union agreement between the charity and the union.

Final decisions on remuneration are made by the People Committee and Financial Performance Committee and then ratified by the main board. This policy applies to all staff, including key management personnel.

Statement of responsibilities of the trustees

The trustees (who are also directors of Disability Rights UK for the purposes of company law) are responsible for preparing the trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking

reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Goldwins were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 28th September 2023 and signed on their behalf by;



.....
Madeline Close
Acting Treasurer

Opinion

We have audited the financial statements of Disability Rights UK (the 'Charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including [Financial Reporting Standard 102](#): The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material

Independent auditors' report
To the members of Disability Rights UK
For the year ended 31 March 2023

misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent auditors' report
To the members of Disability Rights UK
For the year ended 31 March 2023

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

This report is made solely to the Charity's members, as a body, in accordance with [Chapter 3 of Part 16](#) of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

18 October 2023

Disability Rights UK

Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2023

		Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
	Note				
Income from:					
Donations and legacies	3	106,517	-	106,517	156,236
Charitable activities:	4				
Member Services		19,799	-	19,799	28,715
Promoting social inclusion		179,460	909,818	1,089,278	908,563
Advice and publications		278,252	-	278,252	253,033
Training and sponsorship		132,700	-	132,700	104,410
Total income		716,728	909,818	1,626,546	1,450,957
Expenditure on:					
Raising funds		71,812	14,952	86,764	71,136
Charitable activities:					
Member Services		76,030	-	76,030	76,923
Promoting social inclusion		136,687	909,818	1,046,505	940,035
Advice and publications		274,880	-	274,880	251,615
Training and sponsorship		123,424	-	123,424	102,528
Total expenditure	5	682,833	924,770	1,607,603	1,442,237
Net movement in funds		33,895	(14,952)	18,943	8,720
Reconciliation of funds:					
Total funds brought forward		241,568	72,647	314,215	305,495
Total funds carried forward		275,463	57,695	333,158	314,215

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Disability Rights UK
Balance sheet
As at 31 March 2023

		£	2023 £	£	2022 £
Fixed assets:	Note				
Tangible and intangible assets	9		31,371		13,126
Investments	10		6,057		6,057
			<u>37,428</u>		<u>19,183</u>
Current assets:					
Debtors	11	155,186		160,490	
Cash at bank and in hand		652,906		574,236	
		<u>808,092</u>		<u>734,726</u>	
Liabilities:					
Creditors: amounts falling due within one year	12	(512,362)		(439,694)	
			<u>295,730</u>		<u>295,032</u>
Net current assets					
			<u>333,158</u>		<u>314,215</u>
Total assets less current liabilities					
			<u>-</u>		<u>-</u>
Creditors: amounts falling due after one year					
Total net assets			<u>333,158</u>		<u>314,215</u>
Funds					
Restricted funds			57,695		72,647
Unrestricted funds:					
General funds			275,463		241,568
Total charity funds	15		<u>333,158</u>		<u>314,215</u>

Approved by the trustees on 28/09/2023
and signed on their behalf by:



Madeline Close
Acting Treasurer



Liz Leach Murphy
Chair of Trustees

Company registration no. 7314865

The attached notes form part of the financial statements.

Disability Rights UK
Statement of cash flows
For the year ended 31 March 2023

	2023	2022
	£	£
Net income for the reporting period (as per the statement of financial activities)	18,943	8,720
Depreciation	9,401	3,051
Disposal of fixed assets	-	-
Decrease in debtors	5,304	43,884
Increase / (decrease) in creditors	72,668	(51,011)
Net cash provided by operating activities	106,316	4,644
	2023	2022
	£	£
Change in cash and cash equivalents in the year	106,316	4,644
Purchase of fixed assets	(27,646)	(16,001)
Cash and cash equivalents at the beginning of the year	574,236	585,593
Cash and cash equivalents at the end of the year	652,906	574,236

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Wholly irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. Partially irrecoverable VAT is charged in one figure to overheads.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, IT, finance, HR, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 5.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	33%
Fixtures and fittings	33%

k) Investments in subsidiaries

Investments in subsidiaries and other unlisted investments are stated at fair value.

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Pensions

The charity operates a defined contribution scheme to satisfy stakeholder pension requirements. The employer's contributions are charged to the Statement of Financial Activities as incurred.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2023

2 Detailed comparatives for the statement of financial activities

	2022 Unrestricted £	2022 Restricted £	2022 Total £
Income from:			
Donations and legacies	156,236	-	156,236
Charitable activities:			
Member Services	28,715	-	28,715
Promoting social inclusion	155,381	753,182	908,563
Advice and publications	253,033	-	253,033
Other trading activities	104,410	-	104,410
Total income	697,775	753,182	1,450,957
Expenditure on:			
Raising funds	69,478	1,658	71,136
Charitable activities:			
Member Services	76,923	-	76,923
Promoting social inclusion	186,853	753,182	940,035
Advice and publications	251,615	-	251,615
Other	102,528	-	102,528
Total expenditure	687,397	754,840	1,442,237
Net movement in funds	10,378	(1,658)	8,720
Total funds brought forward	231,190	74,305	305,495
Total funds carried forward	241,568	72,647	314,215

3 Income from donations and legacies

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Donations	91,449	-	91,449	120,688
Legacies	10,392	-	10,392	34,989
Bank interest	4,676	-	4,676	559
	106,517	-	106,517	156,236

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2023

4 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Organisational members	16,602	-	16,602	23,325
Individual members	3,197	-	3,197	5,390
Total for member services	19,799	-	19,799	28,715
Government grants	7,941	120,000	127,941	178,088
Trust and foundation grants	-	789,818	789,818	593,182
Contracts	53,354	-	53,354	56,378
Key sales	118,165	-	118,165	80,915
Total for promoting social inclusion	179,460	909,818	1,089,278	908,563
Publications	273,189	-	273,189	247,203
Advice services	5,063	-	5,063	5,830
Contracts	-	-	-	-
Total for advice and publications	278,252	-	278,252	253,033
Training & consultancy and courses	116,600	-	116,600	86,135
Partnerships and projects	16,100	-	16,100	18,275
Total for training and consultancy	132,700	-	132,700	104,410
Total income from charitable activities	610,211	909,818	1,520,029	1,294,721

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2023

5 Analysis of expenditure

		Charitable activities						2023 Total £	2022 Total £
	Basis of allocation	Cost of raising funds £	Member services £	Promoting social inclusion £	Advice and publications £	Training & sponsorship £	Support costs £		
Staff costs	Direct	55,532	38,238	368,776	116,504	-	326,136	905,186	791,576
Direct project costs	Direct	15,577	3,914	401,892	92,582	53,769	-	567,734	571,738
Office running costs	Direct	-	-	-	-	-	87,051	87,051	21,903
Premises costs	Direct	-	-	-	-	-	47,632	47,632	57,020
		<u>71,109</u>	<u>42,152</u>	<u>770,668</u>	<u>209,086</u>	<u>53,769</u>	<u>460,819</u>	1,607,603	<u>1,442,237</u>
Overhead salaries		11,263	24,467	186,328	41,325	62,753	(326,136)	-	
Office running costs		2,839	6,083	57,853	15,815	4,461	(87,051)	-	
Rent & rates		1,553	3,328	31,656	8,654	2,441	(47,632)	-	
Total expenditure 2023		<u>86,764</u>	<u>76,030</u>	<u>1,046,505</u>	<u>274,880</u>	<u>123,424</u>	<u>-</u>	1,607,603	<u>1,442,237</u>
Total expenditure 2022		<u>71,136</u>	<u>76,923</u>	<u>940,035</u>	<u>251,615</u>	<u>102,528</u>	<u>-</u>	<u>1,442,237</u>	

Of the total expenditure, £682,833 was unrestricted (2022: £687,397) and £924,770 was restricted (2022: £754,840).

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2023

6 Net income / (expenditure) for the year

This is stated after charging:	2023	2022
	£	£
Operating lease rentals:		
Property - rent	47,632	57,000
Other equipment - photocopier	-	553
Depreciation	9,401	3,051
Auditor's remuneration - audit fees	6,000	6,000

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2023	2022
	£	£
Salaries and wages	797,929	704,127
Social security costs	85,838	70,366
Employer's contribution to defined contribution pension schemes	21,419	17,083
	905,186	791,576

There were no other employee benefits other than those listed above.

The following number of employees received employee benefits (excluding both employer's NIC and pension contributions) during the year between:

	2023	2022
	Number	Number
£70,000 - £79,999	1	1

The total employee benefits including Employer's NIC and pension contributions of the key management personnel were £274,899 (2022 £275,401).

The charity trustees were not paid or did not receive any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' travel and subsistence expenses totalled £2,700 (2022: £116). Some trustees do not claim any expenses for travel and subsistence.

Staff numbers

	Average number of staff employed during the year		Average number of FTE staff employed during the year	
	2023	2022	2023	2022
	Number	Number	Number	Number
Raising funds	0.8	0.9	0.7	0.8
Member Services	1.7	1.8	1.5	1.6
Promoting Social Inclusion	15.9	13.8	14.3	12.1
Advice and publications	4.4	4.5	3.9	3.9
Training and consultancy	1.2	1.3	1.1	1.2
	24.0	22.3	21.5	19.6

Average number of staff is based on head count and FTE is based on hours worked compared with full time.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2023

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible & intangible fixed assets

	New website (intangible) £	Computer equipment £	Fixtures and fittings £	Total £
Cost				
At the start of the year	10,681	31,813	2,170	44,664
Additions in year	25,489	2,157	-	27,646
Disposals in year	-	-	-	-
At the end of the year	<u>36,170</u>	<u>33,970</u>	<u>2,170</u>	<u>72,310</u>
Depreciation				
At the start of the year	1,658	27,710	2,170	31,538
Charge for the year	7,215	2,186	-	9,401
At the end of the year	<u>8,873</u>	<u>29,896</u>	<u>2,170</u>	<u>40,939</u>
Net book value				
At the end of the year	<u>27,297</u>	<u>4,074</u>	<u>-</u>	<u>31,371</u>
At the start of the year	<u>9,023</u>	<u>4,103</u>	<u>-</u>	<u>13,126</u>

All of the above assets are used for charitable purposes.

10 Investments

	2023 £	2022 £
Investments at fair value:		
Preference shares in Santander UK plc	913	913
Investment in Helpcard Holdings Ltd	5,142	5,142
Investment in subsidiary undertakings incorporated in the UK	2	2
	<u>6,057</u>	<u>6,057</u>

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2023

11 Debtors

	2023	2022
	£	£
Trade debtors	118,555	104,470
Other debtors	4,126	9,473
Prepayments	31,505	46,373
Accrued income	1,000	174
	155,186	160,490

12 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	62,621	57,038
Taxation and social security	37,168	29,749
Other creditors	2,061	1,924
Accruals	40,545	41,463
Deferred income	369,967	309,520
	512,362	439,694

Deferred income

	2023	2022
	£	£
Balance at the beginning of the year	309,520	293,734
Amount released to income in the year	(309,520)	(293,734)
Amount deferred in the year	369,967	309,520
Balance at the end of the year	369,967	309,520

	2023	2022
	£	£
48th Handbook pre-orders, invoices raised and online payments received	57,824	62,599
Handbook published end of April 2023		
Grants subject to performance-related conditions (shown as deferred in restricted note)	252,754	199,845
Training and consulting projects	59,389	47,076
	369,967	309,520

The grants above are "grants subject to performance-related conditions received in advance of delivering the services required by that condition". These are "accounted for as a liability and shown on the balance sheet as deferred income" in accordance with the Charities SORP para 5.24. The income, when released, flows through the restricted funds part of the SOFA and the grants are referred to as "deferred" in the restricted funds note.

13 Pension scheme

The charity operates a defined contribution pension scheme with Friends Life which is a qualifying scheme for auto-enrolment.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2023

14 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2023			
Tangible fixed assets	31,371	-	31,371
Investments	6,057	-	6,057
Net current assets	238,035	57,695	295,730
Long term liabilities	-	-	-
Net assets at the end of the year	275,463	57,695	333,158

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2022			
Tangible fixed assets	13,126	-	13,126
Investments	6,057	-	6,057
Net current assets	222,385	72,647	295,032
Long term liabilities	-	-	-
Net assets at the end of the year	241,568	72,647	314,215

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2023

15 Movements in funds

		At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	At the end of the year £
Year ended 31 March 2023					
Restricted funds:					
Department for Education	Apr - Mar	-	120,000	(120,000)	-
Sport England - Get Yourself Active	Finished	-	83,414	(83,414)	-
Sport England - System Partner	To 31 March	-	166,254	(166,254)	-
Sport England - Moving Social Work	Deferred	-	59,237	(59,237)	-
Sport England - Tackling Inequalities	Deferred	-	218,270	(218,270)	-
City Bridge Trust - Bridge to Work	Quarterly	-	20,645	(20,645)	-
City Bridge Trust - advice work in London	Quarterly	-	35,000	(35,000)	-
DSA QAG	Ongoing	72,647	-	(14,952)	57,695
The Three Guineas Trust	Half yearly	-	100,000	(100,000)	-
The Legal Education Foundation	Deferred	-	68,392	(68,392)	-
Disrupt Foundation	Deferred	-	9,918	(9,918)	-
Social Enterprise Fund	Deferred	-	28,688	(28,688)	-
Total restricted funds		72,647	909,818	(924,770)	57,695
General funds - unrestricted		241,568	716,728	(682,833)	275,463
Total charity funds		314,215	1,626,546	(1,607,603)	333,158
Year ended 31 March 2022					
Restricted funds:					
Department for Education	Apr - Mar	-	160,000	(160,000)	-
Sport England - Get Yourself Active	Deferred	-	222,344	(222,344)	-
Sport England - Moving Social Work	Deferred	-	54,188	(54,188)	-
Sport England - Tackling Inequalities	Deferred	-	212,790	(212,790)	-
City Bridge Trust - Bridge to Work	Quarterly	-	18,860	(18,860)	-
City Bridge Trust - advice work in London	Quarterly	-	35,000	(35,000)	-
DSA QAG	Ongoing	74,305	-	(1,658)	72,647
The Three Guineas Trust	Half yearly	-	50,000	(50,000)	-
Total restricted funds		74,305	753,182	(754,840)	72,647
General funds - unrestricted		231,190	697,775	(687,397)	241,568
Total charity funds		305,495	1,450,957	(1,442,237)	314,215

Purposes of restricted funds

The Department for Education. To support disabled people's skills for employment, to advise on policy development and to run the Disability and Skills Unit.

Sport England - Get Yourself Active. A Sport England funded programme to create opportunities for Disabled people and people with Long-Term Health Conditions to be physically active in a way that is right for them, by working with local and national partners. The project started in February 2015 and finished on 30 June 2022. The project was renewed on 1 July for a further 5 years as detailed below.

Sport England - Get Yourself Active System Partner. A continuation of the Get Yourself Active programme detailed above with Disability Rights UK becoming a System Partner of Sport England. It started on 1 July and runs for 4 years 9 months to 31 March 2027. The year end was moved to be in line with our own year end.

Sport England - Moving Social Work Parts 1 & 2. A Sport England project, in partnership with Durham University that aims to develop research led teaching and community-based training materials and resources on physical activity to influence social work practice of today and tomorrow and improve disabled people's health. This project ended 30 April 2023 and is being replaced with stage 2 starting in September/October.

Sport England - Together Fund (was Tackling Inequalities). A Sport England funded project to help organisations to support Disabled people and people with Long-Term Health Conditions to be active during the pandemic.

City Bridge Trust - Bridge to Work. To provide evaluation on the Supporting Disabled Londoners into Employment, Bridge to Work project.

City Bridge Trust - advice work in London. The grant is from City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628). The grant is towards the salaries, operating and management costs of the London element of our Independent Living Helpline and Members' Advice Line. The annual grant award will run until FYE 2025.

The Disabled Students' Allowance Quality Assurance Group (DSA-QAG). In March 2020, we received a restricted donation of £80,000 from DSA-QAG, following the closure of that organisation. The donation is restricted to work associated with assisting disabled students to enter and succeed in higher education.

The Three Guineas Trust. The Three Guineas Trust is one of the Sainsbury Family Charitable Trusts. The funding is to increase our capacity to influence policy change across areas such as the welfare benefits system, education, employment and social care.

The Legal Education Foundation. The Legal Education Foundation (LEF) have funded our work to build capacity within Disabled People's Organisations (DPOs) over a three year period. We have created a Steering Group made up of DPO senior staff, as well as disabled people. The aim of the work is to make DPOs, and the sector, more sustainable and more able to apply for and obtain funding. We will be building a DPO Hub and interactive map of DPOs across the country, with the aim of directing disabled people to their nearest DPO, but also to enable more joined up working between DPOs. This will maximise reach and minimise duplication.

Disrupt Foundation. This funding enabled us to work in partnership with People's Voice Media to gather stories from disabled people about their experiences during the Covid pandemic.

Social Enterprise Support Fund. This grant offer was made by the Key Fund with funding from the National Lottery Community Fund. Over a 12 month period from June 2022, it has paid towards existing staff time to develop and start the implementation of core strategies around business development and the digitisation of fundraising. The funding has also included money for marketing materials and consultancy.

16 Operating lease commitments

There are no future lease payments under operating leases.

The only operating lease was on the photocopier which ran for 5 years and finished in January 2022. We are currently just paying for the paper and printer ink costs.

The contract for the office in Plexal finished on 30 June 2023. It has been renewed at the same rate of £3,812 a month plus VAT for a further year.

17 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

18 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

Accounts

Disability Rights UK

(A Company Limited by Guarantee)

Company No. 7314865

Charity No. 1138585

Report and financial statements

For the year ended

31 March 2022

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Reference and administrative information

Trustees:	Martin Stevens OBE	Chair, resigned 31 December 2021
	Liz Leach Murphy	Chair, appointed 4 January 2022
	Frances Hasler	Vice Chair
	Lesley Baliga	Treasurer
	Atif Choudhury	
	Madeline Close	
	Rob Trent	Resigned 31 December 2021
	Mostafa Attia	
	Joanne Becker	
	Greg Smith	
	Laura Swainbank	
	Shelley Simmonds	

Company Secretary: Nick Spencer

Chief Executive: Kamran Mallick

Company number: 7314865

Charity number: 1138585

Registered office: Plexal
14 East Bay Lane
Here East, Queen Elizabeth Olympic Park
Stratford
London E20 3BS

Auditors: Goldwins Limited
75 Maygrove Road
West Hampstead
London NW6 2EG
www.goldwins.co.uk

Bankers Unity Trust Bank
Nine Brindley Place
Birmingham B1 2HB

Trustees Annual Report

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2022.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

A message from Liz Leach Murphy, Chair of Trustees

This has been my first year as Chair of Disability Rights UK, officially commencing the role on the 4th January 2022.

I would like to take the opportunity to thank the members who supported my selection as Chair, in the time I have been with DR UK I have grown into the role and my confidence in serving the members, the team and the whole organisation continues to develop.

I came into position just as the country was coming out of the pandemic with the many challenges this had posed for DR UK, as it had the rest of the nation. It is testament to the strong will and sense of purpose that underpins DR UK that not only has DR UK survived the harsh realities of the pandemic but it continues to go from strength to strength.

This is due to the strong direction and leadership provided by the previous Chair, Martin Stevens and our CEO Kamran Mallick alongside the team, the board of trustees and the members.

Since I have been Chair I have had the opportunity to meet many of the team members and volunteers and I have appreciated the level of energy, focus and dedication demonstrated to achieving the purpose of DR UK, for this I would like to thank everyone involved. We celebrate the 10th year of DR UK in 2022 and will hold a celebration at our office in Stratford. This will be an opportunity for people to come together and share in the progress of DR UK

and partners towards upholding and strengthening rights for Disabled people across the UK. It is celebrations like this that bring people closer together in their sense of purpose and commitment to continue to make positive change.

We, however, continue to face unprecedented times with the ever-increasing cost of living, policy positions that do not support the achievement of an inclusive society and continued financial decisions that prevent an infrastructure that can truly provide the support required for people to live full and purposeful lives.

It's more important than ever that we have a unified voice. This means we need the voices of Disabled Peoples Organisations to come together with our allies and create a strong, united challenge to the systemic inequalities in society today.

In light of this and to mark the 10th year of DR UK, 2022 will also see the development of a new strategy to shape the direction of travel over the coming years with a clear and purposeful vision of an inclusive society. Together we look forward to moving towards this vision as we begin to deliver on the strategy that will be shaped by members of DR UK alongside the team and the trustees.

In the rest of this report Kamran will present further information about the positive impact of the work of DR UK.

I would like to take this opportunity again to say thank you to our dedicated and visionary CEO Kamran Mallick, our trustees, the team, volunteers, ambassadors and our partners for all your dedication to realising the purpose and vision of DR UK.

I offer particular thanks to Frances who is stepping down from the board for her lifetime's commitment to disability rights, with her sits the knowledge of history of the movement. I also offer thanks to Laura and Lesley who are also stepping down from the board this year.

I look forward to bringing my energy and support to DR UK as we work towards the delivery of our strategy for an inclusive society.

A handwritten signature in black ink, appearing to read 'Liz Leach Murphy'.

Liz Leach Murphy
Chair

Objectives and activities

As detailed in our last report, we are developing a Theory of Change (ToC) and an Impact Framework to measure the success of our strategy, and this will be completed in the current financial year.

The current plan is called Equal Participation for All the executive summary is below:

Vision

To create a society where Disabled people have equal power, rights and equality of opportunity.

Mission

We campaign for the rights of all disabled people to be included in every aspect of life. We bring the lived experiences of disabled people to everything we do. We challenge policy makers, institutions and individuals to remove the barriers that exist for us.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Highlights of the year

Speaking up

Having added capacity, our policy work was considerable in the year. We challenged the lack of ambition in the Governments National Disability

Strategy which launched in July. Our report, “We Belong” set out recommendations for priorities for the strategy but we found these were for the large part not included in the strategy. In February 2022, the High Court found the National Disability Strategy to be unlawful.

We submitted responses to government consultations on mental health, emergency evacuation plans and many others and held debates on topics such as assisted dying.

In 2020, as we went into lockdown and closed the office, we set up a weekly meeting of CEOs and Policy staff from Disabled People’s Organisations (DPOs). The group, called Our Voices, continued to meet throughout 2021 sharing knowledge and speaking with a unified voice on the inequalities that continued through the pandemic. The following organisations came together on a weekly and then monthly basis:

Disability Positive	Disability Sheffield
Spectrum CIL	Leicestershire CIL
Disability Peterborough	Asian People with Disabilities Alliance
Wiltshire CIL	Devon Living Options
Wheels for Wellbeing	Disability North
WECIL	Breakthrough UK
Disability Cornwall	Centre for Independent Living Kent

The group engaged with government departments, the Cabinet Office and Disability Unit on a range of topics impacting on Disabled people and our organisations.

This is a small sample on the range of issues the group spoke out on and tackled:

Digital Divide, Government Disability Strategy, Legal Action / Public Law Cases, Accessible Transport, Self-Directed Support/Social Care Charging/Individual Service Funds, Assisted Dying, Trading Arms/Social Enterprise, Collaborative working of DPOs, Low Pay Commission.

In the final months of the year we got together with other DPOs to respond to the scope of the Covid Public Inquiry and instructed a law firm to act on behalf of the group seeking core participation status. The voice of Disabled people, those who have lived through the pandemic and through family and friends the voice of those who sadly lost their lives must be heard.

Advice and Information

Disabled people drive our organisation, our lived experiences inform what we do, say and write. The information we provide through our website and helplines is written and provided by Disabled people for Disabled people.

Our helplines cover independent living, education and advice for benefit advisors. In the year we supported over 7,000 individuals answering their inquiries on a wide range of topics. Some of the issues covered included the loss of or reductions in care packages and the increasing inconsistencies of support as Personal Assistants or care workers isolated/shielded.

Our website received over 2.4 million page views, with visitors downloading fact sheets on a range of topics. The most popular over the year were Work Capability Assessment/Descriptors and Coronavirus.

Our new website

The current DR UK website was created back in 2012, now 10 years old it has needed to be overhauled for several years. The site is not mobile friendly and it has become difficult to navigate the significant amount of information contained. Thanks to a generous donation, we began the work of creating a new modern website.

With a focus on accessibility and usability, we carried out significant testing as development has progressed. The site will be launched in the 3rd quarter of 2022/23 and we can't wait for you to try it.

In the following section you can read detailed information on our activities and outcomes during 2021/22.

Achievements and performance

Policy

April 2021 marked the lifting of Covid restrictions, but the direct and indirect consequences of the pandemic were far from over. Disability Rights UK continued to speak up and speak out to protect existing rights of Disabled people and to make the case for social justice and improvements to rights, policies and services.

The scope of our influencing work during 2021 to 2022 was considerable and included: challenging the lack of ambition in the Government's National Disability Strategy; responding to the Green Paper on benefits and employment support; submitting responses to government consultations on mental health, women's health, emergency evacuation plans, flexible working and workforce monitoring; enabling Disabled people to engage in policy debates on Assisted Dying and the Government's record in implementing the United Nations Convention on the Rights of Persons with Disabilities; working with partners to launch the Disability Employment Charter; lobbying the House of Lords to remove care charges for Disabled people under 40 and making representations on the terms of reference of the Covid Public Inquiry.

We left the Disability Charities Consortium, to align Disability Rights UK with Disabled People's Organisations (DPOs) more clearly. We convened and developed DR UK Our Voices and became an active member of the DPO Forum for England. We grew collaboration with allies, to strengthen our reach and influence.

Our policy work was greatly supported by our growing media voice, with major broadcasters and newspapers seeking our comment on a range of policy issues. This was particularly evident in the strong coverage of our views on the National Disability Strategy.

Rights

We supported Inclusion London's work to prepare and promote a civil society report, in advance of the inspection of the UK Government on its implementation of the United Nations Convention on the Rights of People

with Disabilities (UN CRPD). We held an online event in November 2021, seeking the views of Disabled people on the implementation of the UN CRPD. In March 2022, we organised a meeting of the All Party Parliamentary Group on Disability, to share civil society findings across England, Scotland, Wales and Northern Ireland.

In March 2022, we brought DPOs, statutory organisations and academics together, to develop a Disability Hate Crime Charter. This work is on-going. We wrote to the Secretary of State for the Home Office, asking that Disability Hate Crime be made a criminal offence, following the Law Commission's recommendation that this should happen.

In September 2021, we held an event on Assisted Dying, to enable Disabled people to hear the views of Disabled campaigners from both sides of the debate. Following the event, trustees decided that Disability Rights UK would maintain its neutral position.

We responded to the Government consultation on the British Bill of Rights – and were involved in campaigning with Liberty and others to extend the consultation deadline after the Government failed to provide accessible formats.

Covid Public Inquiry

In February 2021, we held a meeting of DPOs to consider the scope of the Covid Public Inquiry. Following this event, we worked with a lawyer and a group of DPOs to submit representations on the draft Terms of Reference for the Inquiry. We sought to ensure that the disproportionate impact on Disabled people was fully explored, and that the Inquiry was run in an accessible way. The final Terms of Reference signed-off in June 2022, included a commitment to examine the experience of those groups most affected.

Disability Strategy

In July 2021 the Government published its National Disability Strategy. It was a one-year action plan without ambition for fundamental change. However, some individual commitments were positive such as to improve engagement with Disabled people, improve the monitoring of disability, review the extra costs of disability and renew the Strategy on an annual basis.

Earlier in 2021, we had produced a report “We Belong”, which set out recommendations to Government on the priorities for the Disability Strategy. In the lead up to the Strategy, we met with the Minister for Disabled People and officials, to highlight areas for change. Whilst there were a handful of actions which echoed recommendations in “We Belong” the majority of our recommendations were not taken forward.

On the launch of the Strategy, we were critical of its lack of ambition and transformational change and spoke out on the media including BBC TV and radio, Sky TV, Times Radio and newspapers, about its failings.

Since the launch of the Strategy, we have contributed to various activities, including the review of Disability Confident, the design of a disability awareness campaign, proposals for a new technology centre and the review of stakeholder engagement.

In February 2022, The High Court found the National Disability Strategy to be unlawful due to the Government claiming its online survey constituted consultation. The Government is seeking to appeal the decision and has stopped some areas of work.

Social Security

During 2021/2022 we regularly met with the DWP in relation to the migration to Universal Credit (UC), its Health Transformation Programme initiative as well as issues relating to the work capability assessment and Personal Independence Payment. In addition we met with the Social Security Advisory Committee as well as Disability Benefits Consortium and DPO Forum England partners.

In October 2021, we responded to “Shaping Future Support” the DWP’s Green Paper on health and disability. We also contributed to responses by the Disability Benefits Consortium and the DPO Forum for England. We called for greater improvements to benefit processes, the removal of sanctions and improvements to Access to Work. We rejected proposals to merge extra costs and benefits with Universal Credit.

We coordinated a meeting between young Disabled people and the Minister for Disabled People in June 2021 to discuss how employment support could

be improved. We also organised a meeting in September 2021 between young Disabled people and DWP officials, to specifically respond to the employment aspects of the Green Paper.

Throughout 2021, we joined with partners to call for the £20 uplift to UC, to be extended to legacy benefits. We also highlighted DWP's failure to safeguard vulnerable claimants, following several Coroner reports on benefit related deaths. DWP failed to respond positively in either of these areas.

In December 2021, we wrote to the Secretary of State for Work and Pensions, highlighting the negative impact new regulations preventing disabled students from claiming UC, would have on their ability to attend University. We provided a witness statement in support of a legal challenge to these regulations. Although the case was unsuccessful, permission to appeal has now been granted.

Living Standards

At the beginning of 2022, the cost-of-living crisis began to have major consequences for Disabled people. In January 2022 we gained significant media attention for the dire situation being caused by increasing energy prices. Some Disabled people do not have a choice about how much energy to use, as it is essential to maintain health and sometimes life itself. We wrote to the Business Secretary asking him to support and protect Disabled energy consumers. We also drew attention to growing levels of food insecurity and participated in a major event organised by the Food Foundation. The most severely Disabled people experience 6 times as much food insecurity, as non-disabled people.

Social Care

Following our campaign with Liberty, Inclusion London and Mind, to restore Care Act Rights removed by the Coronavirus Act, in March 2021 the section of the Coronavirus Act that limited rights to social care was withdrawn.

In summer 2021, we worked with DPOs to produce a Social Care Statement and gained a number of signatures. We forwarded the Statement to the Secretary of State for Health and Social Care. We also wrote to the Minister for Care and Mental Health, asking that Disabled people be put at the heart of

the reform process. The Social Care White Paper published in December 2021 failed to set a new direction for social care or to tackle enormous under investment.

From January to March 2022, we worked with Inclusion London, Mencap and other partners to support efforts in the House of Lords to amend the Health and Care Bill, to enable free social care for Disabled people under 40, as recommended by the Dilnot Commission. The Government's proposed care cap applied to all Disabled adults, requiring £86,000 to be contributed before care became free. We prepared parliamentary briefings and mounted a letter writing campaign, arguing that the charges prevented younger Disabled people from building their lives. Baroness Jane Campbell and others in the House of Lords gained considerable support for the proposal but ultimately it was defeated.

We fed into the Archbishops' Commission on Re-imagining Care. In January 2022, we organised a workshop between the Commission and Disabled people's led organisations, to ensure that our ambitions for social care were fed into this important Inquiry, which will report in Autumn 2022.

Health

We worked with the Kings Fund to explore what good engagement between Disabled people and health and care services looked like. We ensured participation from a range of DPOs and Disabled people. The report was published in July 2022, highlighting that a shift in values and priorities was needed on the part of health and care services, to ensure good engagement.

We continued to make the case for specific protections for those clinically vulnerable to Coronavirus either due to their condition or their inability to be vaccinated for medical reasons. In December 2021, we wrote to the Secretary of State for Health and Social Care, asking that action be taken to provide medical, emotional and practical support, to those extremely vulnerable to coronavirus, and to ensure their employment protection.

In June 2021, we responded to the Government's consultation on Women's Health. We ran virtual discussion groups with Disabled women to inform our Response. We highlighted the lack of belief that women experience, the poor knowledge of certain health conditions, the failure to listen, the inaccessibility

of health services and the discrimination faced by Disabled NHS staff. The Women's Health Strategy was published in July 2022 and includes the issues of disbelief and health inequalities faced by Disabled women.

We submitted a response to the Mental Health White Paper in April 2021, challenging the practice of compulsory detention and seeking a growth in community support services. We asked for monitoring to demonstrate the shift to community provision and regular reporting of incidents of restraint, seclusion and segregation.

We contributed to work being undertaken by Health Watch England to review the implementation of the NHS Accessible Information Standard. The Health Watch report was published in February 2022 and showed widespread systemic failures in implementing the Standard.

Education

We supported a Disabled school student to challenge the inadequate adjustments being offered by examination boards for her A-Level exams. This included an advocacy meeting and letter to the exam boards, as well as communication with the All Party Parliamentary Group for disability. Through doing this work we have recognised that using memory as a competency standard for assessments is discriminatory. We intend to build a campaign to challenge this issue.

We have responded to Government consultations and Education Select Committee requests for evidence. These include responses to consultations on attendance, behaviour and exclusions guidance; and select committee requests on the future of post-16 qualifications and careers advice.

Employment

In March 2021, supported by the Department For Education, we established a Disabled Apprentices Network, to understand how apprenticeships could be improved. The Network met monthly over 2021 and a report was produced for National Apprenticeship Week in February 2022.

In October 2021, a coalition including Disability Rights UK, UNISON, Shaw Trust, Leonard Cheshire, Scope and Disability at Work, launched a Disability

Employment Charter at the Shaw 100 event. The Charter outlines actions that Government needs to take to close the disability employment gap. Actions include, improved employment programmes, timely provision of Access to Work, strengthened rules for securing reasonable adjustments and the representation of Disabled workers. The Charter continues to gain signatories and now has over 100. The Charter has been discussed with the Minister for Disabled people and officials.

In early December 2021, we submitted a response to the Government consultation on flexible working. We called for flexible working to be promoted in job adverts and to be available from day one of employment.

In March 2022, we submitted our response to the Government consultation on workforce monitoring, asking that for organisations with over 250 employees, the monitoring of Disabled staff should be mandatory. In addition, we proposed that a template for the collection of data on Disabled staff be produced, to be completed on a voluntary basis.

Housing

We supported the recommendation from phase 1 of the Grenfell Tower Inquiry, to place a legal duty on building owners and managing agents, to prepare Personal Emergency Evacuation Plans (PEEPs) for Disabled people unable to self-evacuate in the event of fire. In summer 2021, we contributed to the Government's Fire Safety Unit consultation on PEEPs. We, alongside Grenfell Next of Kin and the Disabled Leaseholders Action Group, submitted a response to the consultation. We also held a joint meeting between the All-Party Parliamentary Group (APPG) on Disability and the APPG on Fire Safety, to consider the Government consultation. This meeting was expertly chaired by Sir David Amess and heard the very moving testimony of a Grenfell Tower survivor. In April 2022 the Government rejected the recommendation to implement PEEPs.

We worked with the Housing Made for Everyone Coalition, to continue to press for improved accessibility standards for new build homes. A consultation on this issue closed in December 2020. Following a long delay in responding, the Government announced in July 2022 its intention to improve accessibility standards for new build homes.

Public Transport

We have been very active in pressing for a range of improvements to rail travel, including improved passenger assistance, travel and ticketing information in all formats, physical improvements to the accessibility of train stations and an improved response to disability hate crime. We have strong connections with the Department of Transport, Network Rail, Office for Rail and Road and the Rail Delivery Group.

In September 2021, to support Bus Service Improvement Plans, we worked with Bus Users UK to deliver online workshops targeted at Bus Companies, Local Authorities and Disabled bus users, to promote improved accessibility and passenger assistance. We also supported Bus Users UK to shape an audit of Bus Companies on the accessibility of service provision.

Information and Advice

We supported 635 disabled enquirers to our Independent Living helpline. We provided advice on accessing funding from social services, managing personal budgets, employing Personal Assistants, and what to do if things go wrong. Callers are often nervous about speaking to social services directly because they fear further loss of support, or they are overwhelmed by the complexity of the issues. Typically, our adviser speaks to or messages with an enquirer a few times over a couple of weeks to help them understand their rights and decide the most appropriate action.

Some major enquiry themes have included:

- The recruitment and retention of personal assistants (PAs). This has been a huge issue since the first lockdown in 2020 and many Disabled people reliant on social care still do not have consistent support. This is both in terms of familiarity, with the same PA working with the care recipient, but also in terms of time of provision delivery, and activities PAs will and will not carry out, through interpretation of the individual's care plan.
- Employing your own PA. While this has always been an area of interest to Disabled people, and is an initiative we advocate fully, enquiries have increased during the pandemic. This is due to inconsistency and confusion over existing provision directly from local authority or their nominated provider, meaning Disabled people are exploring their options to address this.
- How to make a complaint against the local authority. Sadly, as above, many Disabled people have no option but to make a formal complaint to their local authority or council. Our helpline adviser is able to explore the steps taken by a Disabled person, and guide them through the process, should a formal complaint be the only available next option.

Turning to our survey, on each of the 'before and after' questions:

- 'thinking about your own life and personal circumstances after you contacted the personal budget helpline, how satisfied are you with your life as a whole';
- 'how many opportunities did you feel that you had in life before you contacted the helpline';
- 'how free were you to decide how to live your life';
- 'how much of a say do you have over how you spend your free time';

The respondents answers consistently increased by more than 1 point ie 10% after calling our helpline.

We also receive written feedback on the positive effects, for example:

- One enquirer, who had been given our helpline contact information by her daughter's MP, said *"It will change my daughter's life as she will be able to claim the proper DRE from her County Council."*
- *"I want to say a huge thank you to you personally - always on the ball and each of the councils mentioned above have had you quoted to them and they have all, without exception, backtracked as soon as I quote your advice, even if it takes them a good long while to accept it. What really bugs me is there must be thousands of people just accepting a NO from a council and don't know they can challenge it and that organisations like yours actually exist to help. Anyway, I can't fix the world, but I can help individuals now and again when backed by an organisation that knows its stuff. So thanks."*
- *"brilliant service wish it were more prominent in google searches as it took me a while to find the info I was looking for"*

Running the service has enabled our adviser to use their knowledge and understanding of the barriers Disabled people are facing to update our suite of factsheets. These cover independent living and practical issues such as housing, transport, Personal Budgets and finance. Our factsheets on Employment and Support Allowance and the Work Capability Assessment each attracted over 50,000 downloads last year. We have used them to underpin the work of our member Disabled People's Organisations (DPOs), Citizens Advice Bureaux and Law Centres and ensure they continue to have access to information they can trust to be relevant and accurate.

Our members' advice line supported 552 enquiries from organisational members over the past 12 months. Our members include advice agencies, Law Centres, DPOs and other disability charities. This service is strategically important to the advice sector in the UK. It is of particular value to advisers from smaller advice agencies when clients present with complex welfare cases. We enable them to keep up with the pace of change in welfare rights and legislation and maintain their skills. Some smaller organisations draw upon our support up to 20 times per year.

Example enquiries:

- DWP refusing to backdate an income support and carer's allowance award following a successful mandatory reconsideration. We were able to identify legislation to support this to be rectified.
- Disagreement over how self-employed earnings are averaged when assessing whether someone has stayed within permitted work rules. We identified means by which this should be calculated, which would back up the fact that the client's average earnings were within the permitted work limits.
- Support to identify the difference between 'NHS Continuing Healthcare' and 'NHS Funded Nursing Care' in the context of PIP daily living component eligibility.

Each adviser that uses the helpline shares our information and advice with an average of three colleagues. One respondent to our survey estimated our advice supports 100 of his clients per year. The survey also suggests each member interaction results in an average of 17 people receiving support at local level. On this basis we calculate approximately 9,300 disabled people were indirect beneficiaries of the service over the past year.

Members have advised that interaction with our helpline saves an average of 1-2 hours of research per enquiry.

Many members calculate the value to them of the service as being thousands of pounds worth of time and money saved on research and training, for which smaller user-led DPOs would simply not have the budget. Similarly, many members said there were cases where the DR UK members' line had helped them to engage with decision makers in cases of unfair practice or interpretation of policy.

We also receive written feedback on the positive effects, for example:

- *"The service is an invaluable lifeline for us to be able to carry out casework efficiently and effectively."*
- *"Mrs A applied for PIP and her claim was disallowed. Her appeal was unsuccessful and she scored 6 points for daily living and 4 points for mobility. We identified an error in law and drafted grounds for permission to appeal to the Upper Tribunal. This was accepted and a decision was made that the appeal should be heard again by a different tribunal. The client now has an opportunity to have her appeal to be heard again and with more time to get medical evidence."*

Our Student Helpline assisted 1,608 enquiries during the period, well above the KPI set with Department for Education. The breakdown of the main subjects was as follows:

Funding for fees and living costs as a student	30%
Getting support with studies	16%
Disabled Students' Allowances (DSAs)	15%
Equality Act	14%
Complaints	13%
Assessments/Exams	3%

We received feedback as below:

- *"So helpful, wouldn't have started the course without their advice*
- *"It was incredibly helpful, and the university took my complaint more seriously"*
- *"The person I spoke to was wonderful, so enthusiastic, knowledgeable and kind. She took the time to call me back, as was in another call when I rang, never does that happen so promptly.*
- *"The advice we were given was extremely helpful and gave my son the confidence to go through the appeals process, get the help and support from the Uni he should have had in the first place and get backing his course."*

Our main Information Line supported more than 7,200 enquirers across the year. This is despite operating at a reduced level for several months due to staffing issues. Some of the main, recurring themes encountered were:

- Parking
- The longstanding issue of extended delays in decisions on Universal Credit and Personal Independence Payments
- Lack of access to advice
- The increasing issue of the loss of face to face and telephony services
- Poor accessibility or lack of support for Disabled people to festivals/events/theatres

Career opportunities

The Leadership Academy Programme (LAP)

The LAP has now reached its 8th year and because of the pandemic we had to reconsider how we deliver and still meet the overarching objectives of the programme.

The 2022 cohort saw our first year of paid places being oversubscribed. With 21 delegates applying for LAP. We also secured some additional bespoke programmes, with The London Greater Authority (LGA), The Moorfields NHS Trust and Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust. The new partnerships and full cohort mean that LAP, has moved beyond a break-even position and has become a fully self-sustaining model.

80% of Delegates reported significant impact in their confidence, motivation, and ability to be open about their disability and the support that they need to advance and develop their careers. One of our former Delegates and now mentor, received an MBE because of his contribution to Leadership and Learning for Disabled people. We continue to see delegates having career progression, whilst on the programme and after completing the course.

Bridge to Work

We commissioned two external evaluators to support the overall evaluation of the programme, which draws to a close in December 2022. Over the year, with the support of the consultants, we have been engaging with the six project partners, their participants and employers, to gather data and insight that will feed into the final evaluation. The consultants have also analysed the data from across the first four years of the programme. We are planning two reports for Q4 (March 2023) – one internal for DR UK, City Bridge Trust (CBT) and the six project partners, and one external for recommendations for employers and policy makers. We are looking at how we might use the external report to create impact.

Owing to our involvement with the programme, Anna Denham has been part of the Research Advisory Group for the Work Foundation and Lancaster University's recent research (funded by CBT), into hybrid and remote working

practices for Disabled people post-pandemic. The policy team is now picking up the learning and the recommendations from the report.

Disability and Skills Unit

The Disability and Skills Unit supports behaviour change amongst providers, employers and disabled people themselves and aims to share best practice, raise awareness and understanding of ways to make learning, apprenticeships, traineeships and supported internships inclusive.

Training

We delivered 16 online workshops/training events. Attendees consisted of careers and enterprise advisers/leads, job coaches, employment support officers, teachers, training providers, employers, disability advisers, NHS, local and regional authorities, parents, organisations working with Disabled people, and other stakeholders.

Webinars included: Assistive Technology; Introduction to Understanding Autism; Transitioning back to education and getting into good learning shape; Disability Awareness and Inclusive Practice; Supporting Disabled Apprentices in the Workplace and joint sessions with Amazing Apprenticeships.

Some Feedback:

- *Thank you an excellent session and I will bring this information back to the Disabled members Committee.*
- *This was a useful session, gave me a better understanding & also passed on some useful contacts & websites to look into for further support.*
- *A very good session with some really good tips and learning to take forward.*

Some issues raised:

- *There is a lack of knowledge and awareness (about hearing loss)*
- *It would perhaps be best for employers to ask if any additional support is required rather than ask if someone is 'disabled', as disability does not always equal a need for additional support.*
- *Reasonable Adjustments being made to help with the disability. Too many times having to fight for something that I should be entitled to under the Equality Act 2010.*

Some participants were asked how they will be able to utilise what they heard in their delivery content?

- *Will use the content in the delivery to SEND schools and the resources for employers.*
- *Having a little more knowledge around the subject just helps me read my audiences a little more & hopefully pass on that understanding in the way I deliver the apprenticeship information.*
- *The information will help me when completing the planning aspect of the session and will further inform my delivery of SEND sessions.*
- *Broadly speaking, able to deliver with greater appreciation of the varying needs of people with autism. More awareness of how language can be interpreted literally.*

Annual conference

Get ahead: Post -16 options for Disabled young people

The conference was attended by 146 people. The conference addressed some of the challenges Disabled young people face on their journey through education, training, and work and featured presentations from different government departments, organisations, careers advisers and members of the Disabled Apprentice Network.

Some feedback from the conference:

- *Thank you so much for an informative and inspiring day. Lots to mull over and practical ideas to take away. thank you all.... marvellous conference*
- *Thank you so much Disability Rights UK Team for organising today's webinar. I found the presentations hugely helpful as a parent*
- *All the information and links will be so useful for my role working with young people who are NEET to remove barriers.*
- *Many thanks to all the presenters and guests and young people sharing their Apprenticeship experiences. Really engaging day, Thank you.*
- *Thank you, brilliant information and resources*
- *Once again, fantastic event, thank you*

Final Combined feedback from the webinars shows:

- 86% of participants said their knowledge of the support that is available in education, training and employment had increased.
- 85% of participants reported an improvement in their understanding of

- disability and equality.
- 94% of participants said they had a better knowledge of relevant resources.

Get Ahead

To reach out and inform Disabled young people about post 16-options, resources and have their voices heard, we have created the Get Ahead project and resource/toolkit.

The subscription list is over 1000 consisting of Disabled young people and their support network, careers and enterprise advisers, job coaches, teachers, training providers, local and regional authorities, employers, parents, NHS, organisations working with Disabled people, and other stakeholders.

- *"It has been a fabulous year working with you. The students have really grown in confidence, ability and experience and I want to say a massive thank you for such an amazing opportunity."* Louise W. teacher Daventry Hill School
- *"Extremely helpful, we have had lots of people contact us through our mention in Get Ahead. It has allowed us to connect with people and organisations with the shared values and aims."* Natalie B from SuperPeople
- *"This is the first issue since subscribing and I am very impressed! I found the articles very interesting and informative and will share with my colleagues."* Learning & Organisational Development Practitioner, Sussex Community NHS Foundation Trust

Get Ahead has been promoted on other websites including Thurrock Council, Ealing Local offer newsletter, Ican and Amazing Apprenticeships

<https://www.disabilityrightsuk.org/get-ahead>

Disabled Apprentice Network (DAN)

Disability Rights UK has convened the Disabled Apprentice Network to support the Department for Education to improve the diversity and accessibility of Apprenticeships.

The aim of the network is to gather feedback and ideas from Disabled apprentices and former apprentices to address any issues, barriers and solutions to make apprenticeships more accessible and inclusive. The network had 15 people signed up and met monthly.

A report was published during National Apprenticeship Week, including an Easy Read summary and text only version.

<https://www.disabilityrightsuk.org/how-we-can-help/special-projects/disabled-apprentice-network>

We published a video of some of the apprentices sharing their experiences.

<https://www.youtube.com/watch?v=MK21LLjGIXs>

The report was also published on other websites including Jobs and Careers: <https://www.jobsandcareersmag.com/new-report-shows-the-way-for-disabled-people-and-apprenticeships/>

Advisory groups

We attended and contributed to different advisory groups including the YEG groups, DWP National Info & Advice service, the 'Young Lives Young Futures' ESRC project Advisory Panel, BEIS roundtable discussion, Skillsbuilder SEND meetings, T-level, SEND advisory group and AtW Forum.

Other activities

We have provided feedback, suggestion and links to the Disabled Apprentice Network, the National Careers Service, Cabinet Office/Social Mobility Commission toolkit: "Apprenticeships that work for all".

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1025237/SMC-Apprenticeships-Toolkit.pdf

Kickstart

We employed a young Disabled person for 6 months through the Kickstart programme.

"I started work at Disability Rights through the Kickstart programme, my job role is Project Assistant. Working on the Get Ahead Magazine and Newsletter

I research for different articles, write articles, and edit both publications. I also work on social media, both Instagram and Twitter. Also attending webinars and participating in the Disability Right conference, giving my own presentation on what it is like to be on the Autistic Spectrum and talk about my own personal experiences. I have learnt both research and editing skills, public speaking, social media, and article writing as well as putting together a publication. These skills I hope to take with me in my next position of employment.” Caroline

Influencing public attitudes and behaviours

Media coverage

We had 128 print/digital media mentions between January and August 2021. In 2019, we had 34 mentions all year.

Pandemic

The pandemic saw the need for the Disabled voice to be amplified in the national press, as our community was affected in greater numbers than other communities, while at the same time, noise about the virus threatened to drown out our voice. It was a slog to get the range of issues into the national press, and to punch up to ensure that we were heard on everything from care home standards and visits, PPE, vaccinations, disproportionate deaths, hardship, and government comms and signposting.

We worked hard to get the social issues into the media – food supply for Disabled people was a big issue in 2021, and comms focussed both on advising supermarkets of what works for Disabled people, and trying to get the scale of the problem into the national conversation.

During the pandemic we set up an online one stop shop of information, updated as the Government and local resources were updated, signposting Disabled people to what they needed – from money, to food and medical resources.

Advising Government

We were part of the Government's roundtable advisory groups on Covid communications, advising on formats, channels, locations and clarity and reminding Government of its obligations to Disabled people, holding departments to account on making accessible comms a lesser priority, and succeeding in helping them speed up production of accessible comms.

Media Trust

We worked with Media Trust to encourage the media to adopt better tone and content when it comes to coverage of disability issues, and to understand the

importance of a representative workforce, containing, and where possible, led by disabled people when reporting on disability issues. We put together a strong bid for Dreamfund funding to enhance DPO media coverage. Unfortunately, DR UK was not chosen, but the groundwork can be used for future bids.

Daily Mirror

We continued to work with the Daily Mirror by attending its Reach Group (the owner of the Mirror, Express and a large swathe of UK regional media) senior leadership editorial meetings twice a year to advice on accessibility of print and digital channels, voice, tone and content, advising strongly that they move away from the victims and scroungers tone that tabloids use. The upshot of these meetings is that now (in 2022) they are rolling out training on how to write about disability, they ran a week of articles on disability led by Disabled people (for which we were a primary advisory resource and contributed to online material and a print double page spread) and Anna Morell our Comms Manager has now been taken on as a weekly columnist for Mirror Online, with a DR UK hat on.

Channel 4

We commenced work with Channel 4's diversity leadership, which has culminated in a new disability strategy (released in 2022) for the organisation. We also worked closely with its lead on the Paralympics, discussing tone, voice, and on screen talent. Channel 4 is a very listening organisation and a strong disability ally and we have a strong relationship with key people within the organisation.

National Disability Strategy

Our We Belong work, which gathered together the views of disabled people into a strong set of recommendations for Government formed the basis of our comms campaign work which gained coverage on BBC TV and radio, Sky TV, Times Radio and newspapers. We were heavily critical of the Government's released Strategy, and the unlawfulness of its consultation period.

Ad hoc work

We continued to act as a resource for a range of charities, lobbying groups NGOs and media companies looking for steer on language, tone and content on a range of disability issues.

We advised a number of film and documentary companies on disability issues and how best to cover them. We presented facts and figures to a range of TV and digital media looking to run stories on disability.

We continued to push the social model angle of coverage, over a focus on individual conditions, and to encourage journalists who use a single point of focus personal story to widen their lens to speak about the social model as part of their coverage of disability.

In 2021 there was considerable overlap between press and comms in terms of managing workload. With the hiring of new policy staff in 2022, there is now greater scope to develop new strategies, in terms of deepening existing media relationships, and exploring new channels.

Get Yourself Active (GYA)

The next phase

The GYA team worked together with allies to develop a bid to become a System Partner of Sport England, alongside approximately 120 other organisations from across a range of sectors.

This means an investment of £1,773,068 over four years and nine months, allowing us to continue our existing work and to expand our reach and potential impact. It should also mean greater autonomy and better collaboration with other organisations that are working in the sector.

In the last year we have appointed a Communications Officer to the team. This additional capacity will enable the team to take on more policy, advocacy and influencing work, and to link it in more closely with DR UK's strategic priorities and wider policy work.

Together Fund

At the start of this period, we were awarded an additional £250,000 to award to DPOs and small/micro community-based organisations via the third phase

of the Tackling Inequalities Fund (now known as the Together Fund). This enabled organisations to continue to deliver sport and physical activities at a local level for Disabled people and people with long-term health conditions, and for us to support them with resilience as they recovered from the pandemic.

We continue to learn from these organisations about their activity offers, and the barriers and challenges they face at a local level. This will support our policy function and wider aim of building a movement.

To-date we have funded 103 projects through the Together Fund, with a total of £467,369.83 fund money.

Advocacy, Influencing and Communications

We worked with National Outdoors for All Working Group (NOfAWG) and the newly established Blue Spaces Forum, to influence decision makers working in sectors that impact on Disabled people's access to green (parks, woodlands), and blue (lakes, coasts) spaces, which for many are spaces for physical activity. As a result of close partnership working with Groundwork over the past two years, as part of the NOfAWG, DR UK partnered with them and other organisations, on New to Nature, a project that will see young people aged 18-25 given new, full-time, temporary jobs in nature and landscape organisations across the UK, increasing diversity and representation.

We remain a Partner of the Coalition for Personalised Care and in addition to having a place on the Programme Board and the Co-production Subgroup, we worked with the Coalition and Think Local Act Personal on their new Care Communicators network. The aim is to influence other partner organisations on working in co-production and striving to bring Lived Experience into communications.

Our new and improved website launched in March 2022, and we have seen an increase in visits to the site and greater engagement with our social media. We release one new blog per week and many of these are co-produced or written by a partner organisation or guest writer. We worked with the Centre for Ageing Better and some of our Together Fund partners, on a project called Picture Yourself Active to produce a significant "bank" of photos

showing older (50+) Disabled people being active such as exercise classes or walking outside. This has improved the imagery that we are using across our website and comms.

Moving Social Work (MSW)

MSW is a partnership between Durham University and DR UK with support from Sport England, National Institute for Health Research and a range of partners. The project team will produce the first co-produced, research-led teaching and community-based training materials and resources on physical activity for social workers..

The project team developed and piloted evidence-based modules and learning resources for social workers through a Delphi study and a series of knowledge cafes in the North East. DR UK have supported the research team with joint project oversight and facilitation of the Moving Social Work Collective, a group of individuals with lived and learned experience with a specific remit around co-production for the project. The next step is to explore approaches for rolling out the education programme across England and tackling emergent barriers to social workers promoting physical activity.

Social Care Activity Pack

Following positive feedback from social care providers on the Social Care Activity Pack, we worked with Spectrum Centre for Independent Living to design and pilot some training sessions for frontline social care workers. This was delivered across 5 social care providers (Ivy Care Homes, Nottingham Council, Sense, United Response, Walsingham Support) to social care workers in varying roles. We received positive feedback on the training, that it increased confidence in promoting physical activity to the people they support. We will see more social care provider partners to support the roll out of the pack and training.

Together with partners at Skills for Care and filmmakers Rainbow Collective, we are creating video case studies of Disabled people getting active in social care environments which supports this work.

GYA Co-production

We have continued to work with local organisations to deliver co-production training to the sport sector including Inclusion Gloucestershire, Disability Action Haringey and West of England Centre for Independent Living.

We increased our work to advocate for co-production and share its importance with other organisations. We have increased our communications around co-production with the support of our new communications officer. This has included writing blogs to promote co-production approaches within the sport and physical activity sector, and writing guest blogs for other organisations, such as the Co-production Collective. We connected with Leonard Cheshire to deliver a podcast around co-production in January. In addition, we worked with the Moving Social Work co-production team to develop an animated translation of the co-production paper written by Brett Smith from Durham University.

We have continued to develop the sounding board group who we engage with on a number of issues arising through the GYA programme. In the next year we will recruit more members and create a page on the GYA website with their biographies.

Training and Consultancy 2022

During the pandemic we started delivering online training and this took off in a bigger way in 2021/22, delivering an operational profit of over £40,000. DR UK worked with over 70 private and public sector organisations to promote and create inclusive environments, products and services. Disability Confidence training remained our primary product, mainly training managers and HR teams. These businesses included:

- Amplify
- Beauty Pie
- Berkeley Group
- Commonwealth Scholarship Commission
- DanceXchange
- Freedom Leisure
- Innocent drinks
- Jo Cox Foundation
- Joseph Rowntree Foundation
- Liberty
- LSE
- Musicians Union
- Netcompany
- NHS
- Pregnant Then Screwed
- Quakers
- Sadler's Wells
- SEGA
- Siemens
- UCL

We also continued to expand the other ways we work with businesses, such as access audits and Disability Confident Level 3 Leader validation. We continued to deliver ad hoc consultancy to ALDI, South Western Railways and Oxford University Press. amongst others and utilised our in-house expertise for external speaking opportunities.

In total our training and consultancy delivered an operational surplus of £40,050, a profit increase more than one third up on the previous year.

Sales

We launched a digital version of our Disability Rights Handbook and made it available on Child Poverty Action Group's AskCPAG platform. In the first year we attracted over 300 subscribers. Fully searchable and linked internally, you can skip to the next piece of relevant information with one mouse click. The platform is updated every two months which means the Handbook keeps pace with social security reform and changes to the law – so advisors around the country can ensure Disabled people get the benefits they are entitled to.

Feedback:

- *“A very welcome addition due to the automatic updates and easy accessibility”*
- *“Allows me to copy and paste information to share with clients and colleagues”*
- *“The best information source I have found in the 19 years I've been doing this job”*

Sales of Radar keys soared to their highest ever level. The keys provide independent access to over 9,000 accessible public toilets around the UK. We work in partnership with Nicholls & Clarke, who invented the Radar locks that are still fitted and used today, on the National Key Scheme. The number of keys sold in the financial year was 16,142, which represents a huge 50% increase on 2020/21.

Fundraising

We invested in a dedicated Fundraising Manager post last year, and this has paid dividends. We have had notable fundraising success which led to an increase in our Policy Team capacity by nearly 300%. This has enabled us to enhance our service to Disabled People's Organisations and to develop our overall equalities commitment. We have also been able to ramp up our partnership work with a view to this having a longer-term impact on our joint fundraising capacity. In line with our values, we are looking to maximise our ability to co-produce funding bids – not simply because it is the right thing to do, but also because it is increasingly expected by funders.

During this year we secured funding from a variety of sources, described below.

The Three Guineas Trust awarded £250,000 to expand our policy function, creating an agile team which works in a flexible and creative way, collaborating across the whole policy spectrum whilst individually taking on specific responsibility for different areas such as education, transport and health and social care. This enables both focus on specific campaigns as well as flexibility across the policy team.

Securing this funding meant that we were eligible to apply for an extra £10,000 for specific equality and diversity work over two years. We have secured this additional resource and are using it to focus on race and racism in recognition of the work we need to do as an organisation for people with Disabilities, many of whom will be from Black and minoritised communities and who are not currently accessing our services. This is something we are committed to addressing, and we want to do it properly and 'go deep' rather than attempt to address all inequities at once. We nevertheless see this work as key in our journey towards full diversity, equality and inclusion.

The Legal Education Foundation (LEF) awarded £285,000 over three years to work with 60 Disabled People's Organisations to strengthen them and render them able to offer better quality advice and information. This will lead to better financial and wellbeing outcomes for Disabled people and to Advice Quality Standard accreditation for a quarter of the organisations we work with. We have also agreed with the funder to progress towards the establishment of a better referral network with improved capacity.

In addition to our Trusts and Foundations work we are also developing our digital fundraising strategy in tandem with the update of the website and considering ways in which we can utilise our resources to increase giving through digital means.

We secured a £25,000 contract from the Local Government Association to design and deliver a bespoke new leadership development programme for elected councillors who have disabilities, providing those who participate with unique networking opportunities and support. Our methodology and overall approach ensure that Disabled people are not merely involved, they are actively shaping, experiencing and evaluating the programme throughout all its stages.

We also received a modest amount of funding from the University of Sheffield to participate in a project to embed equality, diversity and inclusion into usability testing. We hope this will be a gateway to further partnership work with them in the future.

Plans for the future

Policy Priorities for 2022 to 2023

Policy priorities were agreed as part of our 2020 to 2023 strategy and they will continue to guide our policy work for the coming year. However a new priority relating to defending and securing rights has been added to include work on the Human Rights Act, hate crime and climate change. We have also added a priority on ensuring the voices of Disabled people are heard in all inquiries into the impact of the Covid pandemic. We have extended the employment priority to include education.

- To protect and secure rights for Disabled people
- To ensure the voices of Disabled people are heard during inquiries into the impact of the Covid pandemic
- To influence the level of benefits and improve benefit processes.
- To improve health and social care
- To influence the National Disability Strategy
- To improve education and employment opportunities
- To influence digital accessibility and inclusion
- To improve participation and representation
- To influence transport, housing and the built environment

Refreshing our strategy

We will refresh our current strategy which has run for longer than we originally intended. The trustees extended the strategy as we worked through the two years of the pandemic. In 2022/23 we will refresh our Theory of Change (ToC) and the strategy to deliver this. The ToC helps us understand our goal of arriving at an inclusive society and what the determinants of this are and what role we can play in achieving this. This will take us all year as we want to work in a collaborative way with our trustees, staff and volunteers and then to engage with stakeholders and Disabled People's Organisations. Central to our thinking is the idea of a community made up at its core by Disabled people and our organisations. A movement that will speak up on key issues with a unified voice, speaking truth to power. The power of collective

action and creating allyship with others with whom our vision overlaps and intersects.

The strategy review will include work to establish robust monitoring and evaluation of our impact and the underlying structures and funding needed.

General Election

With the General Election now on the horizon we will connect with political parties to put forward the views of Disabled people and to understand what each party is planning for its manifesto. We will in partnership with other look for ways to support Disabled people who are interested in better understanding the political landscape and what it take to be involved on a local and national level.

UNCRPD

We contributed to the Civil Society report in 2021/22. We will continue to support colleagues in Inclusion London and the other nations as this progresses to the UNCRPD committee. We will seek funding to support a delegation of representative organisations and individuals to be present when the committee carries out its review.

Equality, Diversity & Inclusion (EDI)

We appointed Fearless Futures to work with us in continuing our work in this area. We have set out our challenge for DR UK to be an anti-racist organisation, we will scrutinise ourselves and be open and transparent on what we find and what we are doing to bring about lasting change. It is a journey we are on and committed to. EDI must be a thread in the way we work, who we work with, how we work and how we speak out. As the work progresses, we will be engaging with our DPO colleagues to support them on their journey.

Review our Ambassador programme

Our strategic review will also include a review of our ambassadors. We had planned to carry this work out in 2021/22 but capacity issues meant that we were not able to.

Cost of living crisis

As we entered 2022 it was clear that the cost-of-living crisis was going to deepen and have a significant negative impact on Disabled people. We will in the year continue to speak out strongly on the support that must be provided to Disabled people to make it through. No Disabled person should have to choose between heating their home or having food to eat. We will work in partnership with other DPOs and allies in this work.

Disabled Peoples Organisations

We will continue to build on our work with DPOs through the creation of a new role that will directly engage with and support the sector. We want to support our DPO organisations enabling them to continue the important role they play in their communities.

Website

Work will continue in the year on our new website. A strong focus has been accessibility of the site. We want to be accessible to all those who visit regardless of the device and accessibility software used.

We aim to launch in October/November 2022.

Financial review

The charity had a positive movement in funds of £8,720 (2021 £125,623). This has improved the balance sheet which now shows net assets of £314,215 (£305,495), of which unrestricted are £241,568.

This was the second year of the Covid pandemic and the charity planned for it to be more challenging than the first. Last year the charity was fortunate to receive one off donations and grants in response to the pandemic and was able to make cost savings. But as in the previous year the charity continued to look for new income streams and keep costs down. And the small surplus was a pleasing outcome.

The handbook had sales of 9,165 down slightly on previous years but still made a significant contribution. A digital handbook is now available and although sales are around £8k it is important to offer this as an alternative to the traditional hard copy version and could provide additional growth.

Key sales had their best year with sales of just over 16,000 and these strong figures are continuing in the current year.

We continued to work on projects with the Department of Health, City Bridge Trust, Sport England and received donations and grants from funders who are listed separately in this report.

Training and consultancy performed strongly and the Leadership Academy continued with both the internal and external courses. The current cohort is fully booked.

We were awarded a grant from the Three Guineas Trust, one of the Sainsbury Family Charitable Trusts. It is for £250,000 over three years and the funding is primarily designed to increase our capacity to influence policy change.

At the end of the year we received a one off unrestricted grant from Step Change of £30,000.

We were also awarded a grant from the Legal Education Foundation which will start in April 2022 and run for three years. The grant is for building quality and capacity in Disabled People's organisations.

The Company Voluntary Agreement (CVA) was paid off in November 2021. This was a momentous occasion and the pension deficit, first as an actual deficit and then as a CVA, has now been cleared. This has been with the organisation for all its existence and is a great way to celebrate the 10 year anniversary.

Financial planning and building reserves will be much more straightforward without the monthly CVA payments.

The active pension arrangements for staff are all now defined contribution and the charity has complied with its obligations under auto enrolment. This has included the second three year anniversary re-enrolment which was completed in July 2022.

The Finance team supports the charity's activities by providing financial analysis, reporting to funders and giving administration support. The charity does not hold material financial investments.

Reserves policy

As at 31 March 2022, net assets are £314,215, of which unrestricted reserves are £241,568.

The reserves policy is reviewed annually by the Finance Committee and the main Board.

In reviewing the policy, the following matters were considered:

The core running costs for 3 months are around £250,000.

The charity has a variety of income streams which are both long and short term. And like many charities some income is uncertain and there are always income targets that need to be met.

The current cost of living crisis and economic climate has created further uncertainty with high inflation and a possible recession. This will undoubtedly feed through to higher costs. The Board have requested an additional £50,000 to cover this.

The policy is therefore to try to build up unrestricted reserves to £300,000.

Going concern

The charity manages its cash position very carefully. The 2022/23 budget was developed on a prudent basis taking into account any potential future impacts of Covid and the uncertain economic climate. The budget, cash flow and financial plans are closely monitored with any negative variances being quickly addressed to ensure the financial viability of the organisation over the longer-term.

The trustees have considered the going concern issue and are confident that there are sufficient resources and plans in place to ensure the charity is a going-concern for the twelve months following the signing of these accounts.

Principal risks and uncertainties

The principal risks faced by the charity are the failure to secure new grant and trust funding and a reduction in unrestricted income through sales, donations or training and consultancy.

The trustees are fully aware of this and there is a constant drive to find new sources of income. At the same time costs are monitored as closely as possible. The Leadership Team review the top risks regularly, and these are presented to every Board of Trustees meeting. In addition, the Risk Register itself has been reviewed and improvements made around actions and controls.

With thanks to our Funders

We would like to thank our funders and supporters for their funding and kind donations throughout the year:

- Care Quality Commission
- City Bridge Trust
- Department for Education
- Department of Health
- Edinburgh Trust
- Edward Gosling Foundation
- Elizabeth and Prince Zaiger Trust
- Esmée Fairbairn Foundation
- GD Herbert Charitable Trust
- Joseph Levy Foundation
- National Lottery Community Fund
- Nicholls and Clarke
- Snowdon Trust
- Sport England

Some special thanks to those who took the time to fundraise for us during the year, including:

- Ashden Tredgold
- Becky Roberts
- Mia Hadfield-Spoor
- Bikeworks CIC

And finally thank you to our members.

All our funders, supporters and members enable us to deliver our priorities and strengthen our voice.

Structure, governance and management

The charitable company was established under a memorandum of association and is governed under its articles of association which are available on the website.

As per the Articles of Association, the board must consist of a minimum of six trustees and a maximum of 16 of whom 75% must be Disabled people. No fewer than three quarters of the board shall be elected by the membership and no more than one quarter appointed by the board. Currently the board comprises 10 Trustees of whom 9 were elected with the treasurer being appointed by the board. The board manages the business of the charity and exercises all the powers of Disability Rights UK. It seeks to ensure the charity is compliant with charity and company law and works with its charitable objectives.

We have two sub committees accountable to the main board, each with agreed terms of reference and delegated authority from the board. They are the Finance Committee and the People and Governance Committee. A member of the management team is responsible for each committee. These committees can have co-opted members who are not trustees, at the discretion of the main board. These individuals are subject to the same declaration of interest policy as trustees.

The trustees delegate the day-to-day running of the organisation to the Chief Executive, supported by the Leadership Team, who are the Financial Controller, Head of Policy, Head of Advice and Information, Head of Programmes and Impact, and Head of Development.

The organisation is a private company limited by guarantee, incorporated on 14 July 2010 and registered as a charity on 26 October 2010. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Appointment of trustees

New trustees are appointed through a fair and open process ensuring, as far as possible, diverse representation from a cross section of society, including

different experiences of disability and skills. Trustees are elected on a three-year cycle.

Trustee induction and training

New trustees spend a day meeting key management personnel and other members of staff to learn about the projects and programmes delivered by the charity.

Remuneration policy for key management personnel

Remuneration for all staff, including key management personnel, is considered in the December/January period before year-end when the budget for the next year is set. There is union consultation via a member of staff under a voluntary trade union agreement between the charity and the union.

Final decisions on remuneration are made by the People Committee and Financial Performance Committee and then ratified by the main board. This policy applies to all staff, including key management personnel.

Statement of responsibilities of the trustees

The trustees (who are also directors of Disability Rights UK for the purposes of company law) are responsible for preparing the trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for

safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Goldwins were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on September 22nd 2022 and signed on their behalf by;



.....
Lesley Baliga
Treasurer

Opinion

We have audited the financial statements of Disability Rights UK (the 'Charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including [Financial Reporting Standard 102](#): The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material

Independent auditors' report
To the members of Disability Rights UK
For the year ended 31 March 2022

misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent auditors' report
To the members of Disability Rights UK
For the year ended 31 March 2022

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

This report is made solely to the Charity's members, as a body, in accordance with [Chapter 3 of Part 16](#) of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

3 October 2022

Disability Rights UK

Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Income from:					
Donations and legacies	3	156,236	-	156,236	114,994
Charitable activities:	4				
Member Services		28,715	-	28,715	26,845
Promoting social inclusion		155,381	753,182	908,563	1,016,139
Advice and publications		253,033	-	253,033	244,726
Training and sponsorship		104,410	-	104,410	62,726
Total income		697,775	753,182	1,450,957	1,465,430
Expenditure on:					
Raising funds		69,478	1,658	71,136	60,422
Charitable activities:					
Member Services		76,923	-	76,923	34,003
Promoting social inclusion		186,853	753,182	940,035	963,665
Advice and publications		251,615	-	251,615	224,923
Training and sponsorship		102,528	-	102,528	56,794
Total expenditure	5	687,397	754,840	1,442,237	1,339,807
Net movement in funds		10,378	(1,658)	8,720	125,623
Reconciliation of funds:					
Total funds brought forward		231,190	74,305	305,495	179,872
Total funds carried forward		241,568	72,647	314,215	305,495

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Disability Rights UK
Balance sheet
As at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible and intangible assets	9		13,126		176
Investments	10		6,057		6,057
			<u>19,183</u>		<u>6,233</u>
Current assets:					
Debtors	11	160,490		204,374	
Cash at bank and in hand		574,236		585,593	
		<u>734,726</u>		<u>789,967</u>	
Liabilities:					
Creditors: amounts falling due within one year	12	(439,694)		(490,705)	
			<u>295,032</u>		<u>299,262</u>
Net current assets					
			<u>314,215</u>		<u>305,495</u>
Total assets less current liabilities					
Creditors: amounts falling due after one year			-		-
Total net assets			<u>314,215</u>		<u>305,495</u>
Funds					
Restricted funds			72,647		74,305
Unrestricted funds:					
General funds			241,568		231,190
Total charity funds	14		<u>314,215</u>		<u>305,495</u>

Approved by the trustees on 22 September 2022
and signed on their behalf by:



Lesley Baliga
Treasurer



Liz Leach Murphy
Chair of Trustees

Company registration no. 7314865

The attached notes form part of the financial statements.

Disability Rights UK
Statement of cash flows
For the year ended 31 March 2022

	2022	2021
	£	£
Net income for the reporting period (as per the statement of financial activities)	8,720	125,623
Depreciation	3,051	5,588
Disposal of fixed assets	-	1,258
Decrease in debtors	43,884	52,576
Increase / (decrease) in creditors	(51,011)	16,129
Net cash provided by operating activities	4,644	201,174
	2022	2021
	£	£
Change in cash and cash equivalents in the year	4,644	201,174
Purchase of fixed assets	(16,001)	-
Cash and cash equivalents at the beginning of the year	585,593	384,419
Cash and cash equivalents at the end of the year	574,236	585,593

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Wholly irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. Partially irrecoverable VAT is charged in one figure to overheads.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, IT, finance, HR, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 5.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	33%
Fixtures and fittings	33%

k) Investments in subsidiaries

Investments in subsidiaries and other unlisted investments are stated at fair value.

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Pensions

The charity operates a defined contribution scheme to satisfy stakeholder pension requirements. The employer's contributions are charged to the Statement of Financial Activities as incurred.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2022

2 Detailed comparatives for the statement of financial activities

	2021 Unrestricted £	2021 Restricted £	2021 Total £
Income from:			
Donations and legacies	114,994	-	114,994
Charitable activities:			
Member Services	26,845	-	26,845
Promoting social inclusion	144,311	871,828	1,016,139
Advice and publications	244,726	-	244,726
Other trading activities	62,726	-	62,726
Total income	593,602	871,828	1,465,430
Expenditure on:			
Raising funds	60,122	300	60,422
Charitable activities:			
Member Services	34,003	-	34,003
Promoting social inclusion	71,451	892,214	963,665
Advice and publications	224,923	-	224,923
Other	56,794	-	56,794
Total expenditure	447,293	892,514	1,339,807
Net movement in funds	146,309	(20,686)	125,623
Total funds brought forward	84,881	94,991	179,872
Total funds carried forward	231,190	74,305	305,495

3 Income from donations and legacies

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Donations	121,247	-	121,247	69,671
Legacies	34,989	-	34,989	45,323
	156,236	-	156,236	114,994

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2022

4 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Organisational members	23,325	-	23,325	21,602
Individual members	5,390	-	5,390	5,243
Total for member services	28,715	-	28,715	26,845
Government grants	18,088	160,000	178,088	264,394
Trust and foundation grants	-	593,182	593,182	676,828
Contracts	56,378	-	56,378	22,831
Key sales	80,915	-	80,915	52,086
Total for promoting social inclusion	155,381	753,182	908,563	1,016,139
Publications	247,203	-	247,203	244,476
Advice services	5,830	-	5,830	250
Contracts	-	-	-	-
Total for advice and publications	253,033	-	253,033	244,726
Training & consultancy and courses	86,135	-	86,135	49,826
Partnerships and projects	18,275	-	18,275	12,900
Total for training and consultancy	104,410	-	104,410	62,726
Total income from charitable activities	541,539	753,182	1,294,721	1,350,436

The main Government Grant was from the Department of Education. This is described in more detail in note 16.

Other receipts included in Government grants were £2,400 for furlough payments, £3,441 under the Access to Work support scheme, £1,500 for one kickstarter and £4,500 from the Care Quality Commission.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2022

5 Analysis of expenditure

		Charitable activities						2022 Total £	2021 Total £
	Basis of allocation	Cost of raising funds £	Member services £	Promoting social inclusion £	Advice and publications £	Training & sponsorship £	Support costs £		
Staff costs	Direct	43,376	35,410	277,045	109,289	-	326,456	791,576	740,148
Direct project costs	Direct	10,454	3,968	429,155	84,480	43,681	-	571,738	535,709
Office running costs	Direct	-	-	-	-	-	21,903	21,903	23,808
Premises costs	Direct	-	-	-	-	-	57,020	57,020	40,142
		53,830	39,378	706,200	193,769	43,681	405,379	1,442,237	1,339,807
Overhead salaries		14,120	31,133	185,040	42,035	54,128	(326,456)	-	-
General overheads		884	1,779	13,542	4,388	1,310	(21,903)	-	-
Rent & rates		2,302	4,633	35,253	11,423	3,409	(57,020)	-	-
Total expenditure 2022		71,136	76,923	940,035	251,615	102,528	-	1,442,237	1,339,807
Total expenditure 2021		60,422	34,003	963,665	224,923	56,794	-	1,339,807	

Of the total expenditure, £687,397 was unrestricted (2021: £447,293) and £754,840 was restricted (2021: £892,514).

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2022

6 Net income / (expenditure) for the year

This is stated after charging:	2022	2021
	£	£
Operating lease rentals:		
Property	57,000	51,303
Other equipment - photocopier	553	553
Depreciation	3,051	5,588
Auditor's remuneration - audit fees	6,000	6,000
	6,000	6,000

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2022	2021
	£	£
Salaries and wages	704,127	663,232
Social security costs	70,366	61,968
Employer's contribution to defined contribution pension schemes	17,083	14,948
	791,576	740,148

There were no other employee benefits other than those listed above.

The following number of employees received employee benefits (excluding both employer's NIC and pension contributions) during the year between:

	2022	2021
	Number	Number
£70,000 - £79,999	1	1

The total employee benefits including Employer's NIC and pension contributions of the key management personnel were £275,401 (2021 £270,785).

The charity trustees were not paid or did not receive any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' travel and subsistence expenses totalled £2,700 (2021: £116). Some trustees do not claim any expenses for travel and subsistence.

Staff numbers

	Average number of staff employed during the year		Average number of FTE staff employed during the year	
	2022	2021	2022	2021
	Number	Number	Number	Number
Raising funds	0.9	0.6	0.8	0.5
Member Services	1.8	1.7	1.6	1.5
Promoting Social Inclusion	13.8	12.4	12.1	10.6
Advice and publications	4.5	5.2	3.9	4.4
Training and consultancy	1.3	0.9	1.2	0.9
	22.3	20.8	19.6	17.9

Average number of staff is based on head count and FTE is based on hours worked compared with full time.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2022

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible & intangible fixed assets

	New website (intangible) £	Computer equipment £	Fixtures and fittings £	Total £
Cost				
At the start of the year	-	26,493	2,170	28,663
Additions in year	10,681	5,320	-	16,001
Disposals in year	-	-	-	-
At the end of the year	<u>10,681</u>	<u>31,813</u>	<u>2,170</u>	<u>44,664</u>
Depreciation				
At the start of the year	-	26,493	1,994	28,487
Charge for the year	1,658	1,217	176	3,051
At the end of the year	<u>1,658</u>	<u>27,710</u>	<u>2,170</u>	<u>31,538</u>
Net book value				
At the end of the year	<u>9,023</u>	<u>4,103</u>	<u>-</u>	<u>13,126</u>
At the start of the year	<u>-</u>	<u>-</u>	<u>176</u>	<u>176</u>

All of the above assets are used for charitable purposes.

10 Investments

	2022 £	2021 £
Investments at fair value:		
Preference shares in Santander UK plc	913	913
Investment in Helpcard Holdings Ltd	5,142	5,142
Investment in subsidiary undertakings incorporated in the UK	2	2
	<u>6,057</u>	<u>6,057</u>

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2022

11 Debtors

	2022	2021
	£	£
Trade debtors	104,470	166,372
Other debtors	9,473	19,691
Prepayments	46,373	13,311
Accrued income	174	5,000
	160,490	204,374

12 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	57,038	32,854
Taxation and social security	29,749	26,062
Other creditors	1,924	24,821
Accruals	41,463	59,901
Deferred income	309,520	293,734
CVA payments	-	53,333
	439,694	490,705

Deferred income

	2022	2021
	£	£
Balance at the beginning of the year	293,734	176,148
Amount released to income in the year	(293,734)	(176,148)
Amount deferred in the year	309,520	293,734
Balance at the end of the year	309,520	293,734

	2022	2021
	£	£
47th Handbook pre-orders, invoices raised and online payments received	62,599	107,147
Handbook published end of April 2022		
Grants subject to performance-related conditions (shown as deferred in restricted note)	199,845	145,131
Training and consulting projects	47,076	41,456
	309,520	293,734

The grants above are "grants subject to performance-related conditions received in advance of delivering the services required by that condition". These are "accounted for as a liability and shown on the balance sheet as deferred income" in accordance with the Charities SORP para 5.24. The income, when released, flows through the restricted funds part of the SOFA and the grants are referred to as "deferred" in the restricted funds note.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2022

13 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2022			
Tangible fixed assets	13,126	-	13,126
Investments	6,057	-	6,057
Net current assets	222,385	72,647	295,032
Long term liabilities	-	-	-
Net assets at the end of the year	241,568	72,647	314,215

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2021			
Tangible fixed assets	176	-	176
Investments	6,057	-	6,057
Net current assets	224,957	74,305	299,262
Long term liabilities	-	-	-
Net assets at the end of the year	231,190	74,305	305,495

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2022

14 Movements in funds

		At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	At the end of the year £
Year ended 31 March 2022					
Restricted funds:					
Department for Education	Apr - Mar	-	160,000	(160,000)	-
Sport England - Get Yourself Active	Deferred	-	222,344	(222,344)	-
Sport England - Durham	Deferred	-	54,188	(54,188)	-
Sport England - Tackling Inequalities	Deferred	-	212,790	(212,790)	-
City Bridge Trust - Bridge to Work	Quarterly	-	18,860	(18,860)	-
City Bridge Trust - advice work in London	Quarterly	-	35,000	(35,000)	-
DSA QAG	Ongoing	74,305	-	(1,658)	72,647
Three Guineas	Half yearly	-	50,000	(50,000)	-
Total restricted funds		74,305	753,182	(754,840)	72,647
General funds - unrestricted		231,190	697,775	(687,397)	241,568
Total charity funds		305,495	1,450,957	(1,442,237)	314,215
Year ended 31 March 2021					
Restricted funds:					
DoH - Health and Wellbeing Alliance	Apr - Mar	-	80,000	(80,000)	-
Department for Education	Apr - Mar	-	160,000	(160,000)	-
Sport England - Get Yourself Active	Deferred	-	201,035	(201,035)	-
Sport England - Tackling Inequalities	Deferred	-	195,093	(195,093)	-
Sport England - Durham	Deferred	-	35,333	(35,333)	-
West Midlands Combined Authority	Finished	-	2,500	(2,500)	-
Disability Action NI - DRILL project	Finished	10,703	37,722	(48,425)	-
DRILL 4 Nations project	Finished	9,683	-	(9,683)	-
City Bridge Trust - Bridge to Work	Quarterly	-	14,145	(14,145)	-
City Bridge Trust - advice work in London	Quarterly	-	35,000	(35,000)	-
National Lottery Community Fund	Finished	-	111,000	(111,000)	-
DSA QAG		74,605	-	(300)	74,305
Total restricted funds		94,991	871,828	(892,514)	74,305
General funds - unrestricted		84,881	593,602	(447,293)	231,190
Total charity funds		179,872	1,465,430	(1,339,807)	305,495

Purposes of restricted funds

Department of Health - Health and Wellbeing Alliance. This project was not renewed at 1 April 2022. The costs incurred are staffing costs for April and May which have been absorbed by the charity.

Department for Education (previously Business Information and Skills). To support disabled people's skills for employment, to advise on policy development and to run the Disability and Skills Unit.

Get Yourself Active. A Sport England funded programme to create opportunities for Disabled people and people with Long-Term Health Conditions to be physically active in a way that is right for them, by working with local and national partners. The project started in February 2015 and runs to 30 June in its present form. The project is being renewed 1 July for a further 5 years. At the year end £72,415 of the grant has been deferred.

Durham. A Sport England project that aims to develop research led teaching and community-based training materials and resources on physical activity to influence social work practice of today and tomorrow and improve disabled people's health. £19,812 of the grant was deferred at year end.

Tackling Inequalities Fund. A Sport England funded project to support organisations to support Disabled people and people with Long-Term Health Conditions to be active during the pandemic. To date £500,000 has been received from Sport England to distribute to the organisations. £92,117 of income was deferred at year end.

City Bridge Trust - Bridge to Work. To provide evaluation on the Supporting Disabled Londoners into Employment, Bridge to Work project.

City Bridge Trust - advice work in London. We received the first quarterly instalment of £35,000 per year restricted funding from City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628). The grant is towards the salaries, operating and management costs of the London element of our Independent Living Helpline and Members' Advice Line. The annual grant award will run until FYE 2025.

DSA QAG. In March 2020, we received a restricted donation of £80,000 from DSA-QAG, following that organisation's closure. The donation is restricted to work associated with assisting disabled students to enter and succeed in higher education.

Three Guineas. We received the first £50,000 of a £250,000 grant over three years from the Three Guineas Trust, one of the Sainsbury Family Charitable Trusts. The funding is primarily designed to increase our capacity to influence policy

15 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Equipment 2022 £	2021 £
Less than 1 year	-	415
1 - 5 years	-	-
	<u>-</u>	<u>415</u>

The lease relates to the photocopier which ran for 5 years and finished in January 2022. The quarterly rentals were £138. We are currently discussing with the provider extending the contract on a yearly rolling basis.

On 1 May, the charity moved to a smaller office within the building at Plexal. The contract is still on a rolling one year basis. The new rent from 1 May is £3,812 a month plus VAT.

16 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

17 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).

Accounts

Disability Rights UK

(A Company Limited by Guarantee)

Company No. 7314865

Charity No. 1138585

Report and financial statements

For the year ended

31 March 2021

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Reference and administrative information

Trustees:	Martin Stevens OBE	Chair
	Frances Hasler	Vice Chair
	Michael Bromwich	Treasurer, resigned 31 March 2021
	Lesly Baliga	Treasurer, appointed 1 Jan 2021
	Atif Choudhury	
	Jacqueline Winstanley	Resigned 31 March 2021
	Madeline Close	
	Rob Trent	
	Roger Berry	Resigned 31 December 2020
	Mostafa Attia	
	Joanne Becker	
	Greg Smith	Appointed 1 January 2021
	Laura Swainbank	Appointed 1 January 2021
	Shelley Simmonds	Appointed 1 January 2021

Company Secretary: Nick Spencer

Chief Executive: Kamran Mallick

Company number: 7314865

Charity number: 1138585

Registered office: Plexal
14 East Bay Lane
Here East, Queen Elizabeth Olympic Park
Stratford
London E20 3BS

Auditors: Goldwins Limited
75 Maygrove Road
West Hampstead
London NW6 2EG
www.goldwins.co.uk

Bankers Unity Trust Bank
Nine Brindley Place
Birmingham B1 2HB

Trustees Annual Report

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2021.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

A message from Martin Stevens, Chair of Trustees

This is my last report as Chair as I step down at the end of the year. I have been at DRUK for seven years and had the privilege to lead the organisation for the last four. Over that time the charity has undergone many changes, we are a much stronger and impactful charity with solid governance and growing financial resilience. In a few months' time the legacy pension payments come to an end and frees the organisation of what has been a significant financial burden. Earlier this year DR UK was shortlisted in the Charity Governance Awards 2021 for Board Equity, Diversity and Inclusion, recognising the widening diversity of our charity.

In 2021 DR UK deepened our conversations with Disabled people and their organisations. In part a long-term strategy and also a response to the pandemic. This strengthened our mandate as a user led organisation and gave us a wealth of evidence to challenge the government on both longstanding systemic issues and those arising from pandemic.

Policy work can be disheartening as despite all the energy and effort we put in the decisions are in the hands of government, policy makers and businesses. This year we have many successes:

- EHRC publishing guidance for retailers after we campaigned about them not complying with equality legislation.
- Eight local councils implemented reductions to the Care act under the Coronavirus Act. After lobbying from DR UK all eight had restored Care Act rights
- We succeeded in getting NICE to withdraw guidance saying that Disabled people receiving support at home should be de-prioritised for critical care.

- We hosted an open letter, signed by over two thousand organisations and individuals, calling on the NHS to treat Disabled people equally. NHS leaders wrote to all NHS Trusts within days of this letter, reminding them that the NHS Constitution required equal treatment for all.
- With In Control we succeeded in establishing a register for people to log problems with access to PPE or testing.
- In November 2020, disability organisations including Disability Rights UK established a disability sub-group of the Youth Employment Group, to ensure the issues facing young Disabled people were addressed by Government.

In this report you will hear some of the many positives DR UK has achieved working towards equal participation for all. Thank you to the Trustees, Staff, Volunteers and our Allies for their dedication and great work they do in making this happen. I offer particular thanks to Michael Bromwich, our treasurer retiring after eight years. Michael has played a significant part in ensuring DR UK overcame its unsustainable financial position.

Best wishes to you all

A handwritten signature in cursive script, appearing to read 'Martin', is positioned below the text 'Best wishes to you all'.

Objectives and activities

In 2019-20 the trustees agreed to further extend its existing three-year strategic plan to give time for the organisation to develop a Theory of Change (ToC). We are also developing an Impact Framework to measure the success of our future strategy, and this will be completed in 2022/23.

Due to Covid our organisational focus shifted to the immediate challenges faced by Disabled people. This impacted our progress on the ToC and new Strategy. In the 4th quarter of the year, the trustees approved our new strategy which can be viewed here: [Our Strategy | Disability Rights UK](#).

The current plan is called Equal Participation for All the executive summary is below:

Vision

Equal participation for all. We want a society where everyone can participate equally.

Mission

We are disabled people leading change

- In 3 years, we will enable at least 50,000 diverse disabled people to have voice and influence, connecting with each other and with us. We support change agents and enable disabled people to exert power and influence.
- We will work in partnership with other Disabled People's Organisations (DPOs) to showcase approaches to social, economic and public participation and share learning, including through joint projects.
- We will work with many organisations in a position to act, in all sectors, to support them to put Disabled people's priorities at the heart of their policies and practices.
- We will campaign and strengthen and protect Disabled people's rights.

DR UK is itself led by people with diverse experiences of disability and health conditions, from different communities. We work with allies committed to equal participation for all. Together we can be stronger.

2021-2022 Activities

Subject to resources, we will do the following work:

- 1 Independent living: getting a life - we will:
 - create research led by Disabled people
 - enable thousands of individuals to share experiences backed by specialist information and advice
 - showcase new independent living models, with other DPOs
 - campaign to reverse institutionalisation and coercion, to secure independent living and to achieve improved accessibility.
- 2 Career opportunities – getting work, education and skills - we will:
 - enable thousands of people to share experiences backed by specialist information/advice
 - showcase approaches to youth employment, peer support for skills and career development, working with other DPOs and partners
 - campaign on youth employment, peer support for employment, and education, skills and employment opportunities
- 3 Influencing public attitudes and behaviours: seeking a sea change in perceptions of disability, tackling hostility, bullying and hate crime - we will:
 - do research led by Disabled people into what will influence attitudes and behaviours
 - develop a new narrative to replace 'scrounger' or 'superhero'
 - show how cultures can be changed in education and workplaces
 - support a network of safe hate crime reporting centres
- 4 Campaign for equality during the Covid-19 pandemic
 - campaign against the removal of existing rights due to primary legislation or national, regional and local policies.
 - Ensure that the rights and needs of Disabled people are considered and that Disabled people are consulted about all Covid-19 measures

Our Values:

- Strength in difference
- Sharing power
- Connecting
- Innovating

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Organisational achievements 2020-21

Representing Disabled people during the pandemic

Eight local councils implemented reductions to the Care act under the Coronavirus Act. After lobbying from DR UK all eight had restored Care Act rights.

We succeeded in getting the National Institute for Health Care Excellence (NICE) to withdraw guidance saying that Disabled people receiving support at home should be de-prioritised for critical care.

We hosted an open letter signed by over two thousand organisations and individuals, calling on the NHS to treat Disabled people equally. NHS leaders wrote to all NHS Trusts within days of this letter, reminding them that the NHS Constitution required equal treatment for all.

With In Control we succeeded in establishing a register for Disabled people on Direct Payments to log problems with access to PPE or testing.

Maintaining a focus on structural inequalities and injustices

We left the government in no doubt as to what Disabled people want and need from a comprehensive Disability Strategy. Our We Belong engagement initiative reached out to Disabled people across the country ensuring that new voices were heard alongside longstanding disability activists. Disabled women, Black and minority ethnic Disabled people, young Disabled people and Disabled people who are LGBTQIA joined us to discuss employment, transport and social care amongst many other issues. Link to [We Belong Report](#).

The reach of our Leadership Academy Programme doubled this year. We maintained our regular programmes by switching to online delivery. We also ran a bespoke programme for a hospital trust. The delegates on these programmes achieved promotions and structural changes within their organisations.

We produced the first digital version of our Disability Rights Handbook and made it available on Child Poverty Action Group (CPAG) website. It is searchable and linked internally so you can skip to the next piece of relevant information with one mouse click. It is updated every two months that means the Handbook will keep pace with social security reform and changes to the

law – so advisors around the country can ensure Disabled people get the benefits they are entitled to.

Surviving and thriving as an organisation

The pandemic was a huge challenge for us as an organisation. Our training and consultancy income fell immediately which threatened to impact our work. However, because of the work we have done behind the scenes in the past three years enabled us to come through the last year without too much disruption. We had already moved to hybrid working so were able to switch from our office to home working immediately. Our internal systems for managing money as well as regular and effective scrutiny meant that we were able to argue our case for rent and rates reduction. Funders respected our track record and chose to invest in us at this critical time. We secured over £100k of new funding and made £40k savings in the year. Our supporters generously donated over £7,000 to our emergency appeal.

Achievements and performance

Reporting against the three priorities in our strategic plan.

1. Independent living: getting a life

80% of adults with impairments report restrictions in participating in leisure activities and Disabled adults are three times more likely to say they have little or no choice in how they spend their free time. Through a range of projects we are showcasing new independent living models that break down the barriers to participation.

Research

Disability Research in Independent Living and Learning ended last year and the programme impact report was published in November 2020. The overall programme aim was:

To build better evidence about approaches to enable Disabled people to live independently, which is used to inform future policy and service provision, as well as give a greater voice to disabled people in decisions which affect them.

In the evaluator's opinion DRILL has delivered against the overarching aim and intended outcomes of the programme. Co-production and partnership working – the learning across the disability sector and academia in terms of co-production and partnership working can have lasting benefit in terms of how future research with Disabled people is conducted. DRILL has proven the value of both in the context of research.

DRILL has created the conditions for significant change in policy and practice to be realised in the future, alleviating a major barrier for DPOs and academics by creating an evidence base that otherwise would not be available.

For the full report, executive summary and an Easy Read version are available at <https://www.drilluk.org.uk>.

Get Yourself Active Programme 2021

We have adapted plans where necessary so that we can continue to deliver projects during the coronavirus pandemic.

DR UK is one of the National Delivery Partners for Sport England's Tackling Inequalities Fund (TIF). The fund aims to reduce the negative impacts of the Covid-19 pandemic and any widening of inequalities in participation rates in sport and physical activity. We have funded over 40 projects, across England - delivering a wide range of activities.

We have also focused our efforts on ensuring individuals have the information and resources they need to stay active during the pandemic. This has included working on a research project with Durham University and Sense to find out how Disabled people are staying active during the lockdown. We then went on to create our own accessible resources and a new section of our website designed to help Disabled people to find the resources to stay active at home.

We have developed and delivered co-production workshops and training to the sport sector to ensure they work in partnership with Disabled people around the design and delivery of physical activity. This includes national organisations such as Sport England and UK Active, as well as piloting training with three local Disabled Peoples User Led Organisations (DPULO) in Gloucestershire, Bristol and Haringey.

We have worked with a variety of organisations such as Sense, Activity Alliance and Mind to develop and roll out the Social Care Activity Pack. This is aimed at the social care sector so that they can better support Disabled people to be physically active. It includes information about the benefits of physical activity, how to incorporate physical activity into support plans, working with risk and finding ways to be active.

We have been working with Sport England and Durham University to deliver the Moving Social Project, which will produce the first research-led teaching and community-based training materials and resources on physical activity for social workers. We will ensure that the project is co-produced alongside individuals with lived experience of disability and social work by leading on a co-production team.

This year we have also taken on more of a policy and influencing role within the team. We are working with organisations such as the Coalition for Personalised Care (C4PC) and the National Outdoors for All Working Group (NOfAWG), to raise awareness of and work towards removing some of the barriers to participation in physical activity.

Policy

The past year has been an extraordinary one with the coronavirus pandemic sweeping the nation and dominating government, media, public services, business and our everyday lives. The pandemic has affected every aspect of life for Disabled people and almost 60% of all deaths have been of Disabled people.

The injustices and systemic inequalities faced by Disabled people have been exacerbated and thrown into stark relief. Central and local government have failed to engage with us in making critical decisions, our information and communication needs have not been met, access to health care and social care have worsened, we have experienced high levels of food poverty, been disproportionately hit by the employment challenges and been left without access to education.

Disability Rights UK has spoken up and spoken out. We have raised concerns directly with Government Ministers and key bodies, partnered with disability organisations, provided hard hitting commentary in our electronic news letter, increased the influence of the All Party Parliamentary Group for Disability, provided evidence to parliamentary committees and held our own engagement exercise with Disabled people – “We Belong”.

The following outlines our key areas of influencing work during the year.

Welfare Benefits

In April 2020, we provided oral evidence based on our written submission to the Work and Pensions Committee, on the failings of the benefits system for Disabled people.

We highlighted the high number of benefit related deaths and joined on-going calls for the DWP to be more transparent about their investigations. We called on the Secretary of State to recognise that DWP had safeguarding responsibilities in respect of benefit claimants.

Throughout the year, we worked with the Disability Benefits Consortium to challenge the Government's failure to extend the £20 per week uplift to Universal Credit to the almost two million recipients of legacy benefits, most of whom are Disabled people.

Alongside other organisations, we advised the Department for Environment, Food and Rural Affairs on the negative consequences they were causing for some Disabled people, by instructing supermarkets to prioritise online deliveries to those who were clinically extremely vulnerable. We wrote to the Secretary of State highlighting these issues.

To draw attention to the high levels of inaccessibility of online and in-store supermarket shopping, we made a submission to the Environment Food and Rural Affairs Select Committee. We provided oral evidence to the Committee in May 2020 and February 2021 covering issues relating to inaccessibility and growing levels of food poverty.

In April 2020, we wrote to all major supermarkets asking them to implement their duties to make reasonable adjustments for Disabled customers under the Equality Act 2010. It became evident during the pandemic that supermarkets did not always comply with equality legislation and we raised this issue with the Women and Equalities Committee. In September 2020 the Equality and Human Rights Commission published guidance for retailers. In December 2020, we supported calls by Independent Age for supermarkets to reduce charges and minimum spend requirements for online deliveries.

Health and Social Care

In late March 2020, we wrote to Ministers as part of the Disability Charities Consortium, opposing the provisions of the Coronavirus Bill which reduced the rights of Disabled people to social care, education and mental health protections. We supported Inclusion London's call to Disabled people to resist these measures. The Coronavirus Act became law and we wrote to the eight local authorities that implemented reductions to Care Act rights, asking them for their reasons. By June 2020, all local authorities had restored Care Act rights. In the lead up to the 6 month and 12 month reviews of the Act, we worked with Liberty, Inclusion London and Mind, to lobby for the clauses reducing the rights of Disabled people to be withdrawn. Reductions in mental health protections were withdrawn in September 2020 and the Care Act provisions in March 2021.

In Late March 2020, alongside others, we criticised the National Institute for Health and Care Excellence (NICE) for publishing discriminatory guidance on access to critical care. The NICE guidance de-prioritised Disabled people receiving support at home. The Guidance was withdrawn within days, however, it revealed a concerning level of prejudice.

In early April 2020, we hosted an open letter signed by over two thousand organisations and individuals, calling on the NHS to treat Disabled people equally. NHS leaders wrote to all NHS Trusts within days of this letter, reminding them that the NHS Constitution required equal treatment for all.

In April 2020, we criticised GPs for sending blanket letters to Disabled people in residential settings, asking them to sign Do Not Attempt Resuscitation Notices. This practice was condemned by CQC and others. A report by the

CQC published in early 2021 showed that there had been at least 500 instances of such blanket Notices.

We regularly spoke out regarding inadequate levels of support for clinically extremely vulnerable people. In August 2020 financial support was removed, which particularly affected those in employment.

We drew attention to the Office for National Statistics findings on the disproportionately high level of deaths of Disabled people. Almost 60% of deaths were of Disabled people. Disabled people of working age had particularly high death rates, as compared with their non-disabled counterparts. We called on the Government to conduct an independent inquiry into the high level of deaths of Disabled people.

In November 2020, we made the case for clinically extremely vulnerable people, to be moved up the vaccination priority list. This happened and they were moved to priority group 4. In February 2021, we gained signatures to an open letter calling for people with learning disabilities to be moved up the vaccination priority list. This happened to some extent, with people on the Learning Disability Register being moved to priority group 6.

Disability Strategy

In May 2020 we submitted evidence to the Women and Equalities Committee on the inequalities and injustices being faced by Disabled people. We were invited to give oral evidence to the Committee, where we set out the challenges being experienced in respect of engagement, accessible information, health, social care and education. The Committee report published in December 2020 contained much of our evidence.

In autumn 2020, we attended a number of sessions organised by the Disability Unit to feed into the Disability Strategy. In January 2021, we worked with DR UK Our Voices to send a letter to the Minister for Disabled People criticising the online disability survey and seeking full engagement with Disabled People's Organisations in developing the Strategy.

Over September and October 2020, we held an engagement initiative "We Belong" where we asked Disabled people to tell us what they wanted from the Government's Disability Strategy. We held discussions with women, Black and minority ethnic people, young people and people who were LGBTQIA. We also held topic sessions including employment, shopping and transport. On the basis of discussion, we compiled a set of recommendations for the Disability Strategy, which we forwarded to the Minister for Disabled People in January 2021. Key recommendations covered strengthening equalities

legislation, increasing engagement, voice and participation and improving benefits, social care, education and employment support.

Employment

During the summer and autumn of 2020, attention started to shift to the challenges that Disabled people were experiencing in employment. UNISON and Disability Rights UK hosted a webinar in November 2020 bringing together organisations that had published evidence on disability and employment. Following this webinar work started to formulate a Disability Employment Charter. In February 2021 the APPG on Disability held a session on employment, including attendees from the Disability Unit, academics from the Disability at Work group, the Business Disability Forum and Disability Rights UK. The session was designed to influence the Disability Strategy.

In February 2021, we followed up our submission to the Work and Pension Select Committee by giving oral evidence on the disability employment gap. We raised the inadequacy of government employment programmes, the challenges with Access to Work, the difficulties in securing reasonable adjustments and the weakness of the Disability Confident Scheme.

In terms of supporting young Disabled people into internships, traineeships, apprenticeships and employment, we were an active member of the Youth Employment Group. This Group pressed the Government to take action to stem increasing youth unemployment. In summer 2020 the Government announced the “Plan for Jobs”, an employment programme targeted at young people. Unfortunately, eligibility criteria for the Programme included claiming Universal Credit, which barred many young Disabled people. In November 2020, disability organisations including Disability Rights UK established a disability sub-group of the Youth Employment Group, to ensure the issues facing young Disabled people were addressed by Government.

Disabled Leadership

Our focus in this area for 2020 was to lobby government to create a permanent fund to support Disabled election candidates. We raised the issue with the Disability Unit and wrote to the Minister for Disabled People, as well as discussing the issue with him. The response was extremely disappointing, with the Minister’s view being that political parties should pay for reasonable adjustments.

Digital/Technology

We were involved in discussions relating to the accessibility of digital conferencing in education, employment and health care.

Housing, Transport and Built Environment

In June 2020 regulations requiring face coverings on public transport, unless exempt, were introduced. These were followed in July with requirements to wear face coverings in shops and indoor spaces. There was considerable confusion about the legitimate exemptions and leading public figures made no reference to exemptions in their statements. This confusion led to Disabled people facing harassment on buses, trains and in shops. We worked to ensure that transport companies and supermarkets had clear consistent communications on the issue including the existence of exemptions. We supported a letter to Government asking for improved promotion of the exemptions. In January 2021, we joined with Big Brother Watch, to write to the Police Chiefs Council on the need for better training for police officers on exemptions.

As part of the Housing Made for Everyone HoME Coalition, we encouraged disability organisations to respond to the Government consultation on accessible new build homes. We submitted our own response to the consultation, asking that all new homes be made accessible with 10% being wheelchair accessible. The consultation closed on 1 December 2020 and a Government announcement was expected in March 2020 (This is still awaited in September 2021).

Policy Priorities 2021-2022

We will continue to work within our seven policy areas in 2021-2022. Outlined below are specific priorities:

Welfare Benefits: We will continue to make the case for maintaining the £20 per week uplift to Universal Credit and extending it to Disabled people on legacy benefits. Support calls for DWP to be more open and transparent about investigations into benefit related deaths. Respond to the forthcoming DWP Green Paper on Welfare Benefits.

Health and Social Care: We will find new ways of highlighting inequalities in health care experienced by Disabled people. Work with DPOs to ensure that reform proposals on social care meet the needs of all Disabled people.

Disability Strategy: We will continue to press the Government to engage with Disabled people in developing the Disability Strategy. We will maximise the impact of measures in the Disability Strategy and identify areas which Government needs to address.

Employment: We will work with partners to finalise and launch the Disability Employment Charter. We will work to make the Disabled Apprentices Network a success.

Disabled Leadership: We will continue to make the case for a permanent fund to support Disabled election candidates.

Digital Technology: We will work with partners including Disabled People's led organisations and technology companies, to form an alliance to address the digital exclusion faced by Disabled people.

Housing, Transport and the Built Environment: We will continue to press Government to make all new build homes accessible. Influence Government and housing providers, to implement Personal Emergency Evacuation Plans for Disabled residents unable to self-evacuate in the event of fire. Work to promote accessibility as part of Bus Improvement Plans to bus operators. Work to make train travel safer and more accessible for Disabled people. Work with partners to influence national and local Government to improve the street environment.

Information

Disability Rights UK's Helplines support thousands of Disabled people across areas such as education, personal budgets and welfare benefits. We also provide a signposting service to partners and member organisations.

During the pandemic and lockdowns, our helplines continued to be delivered and played a vital role in ensuring Disabled people's voices were heard, through constant liaison with DR UK's policy and campaigning team. It is always imperative that our policy and campaigning work is driven by our members and service users, but this was never more important than over the previous year.

Our advisers ensured all of our online resources, such as our suite of more than seventy factsheets, were maintained and up to date.

Personal Budgets

We received 712 enquiries during the year. 90% of personal budgets / independent living factsheet users stated the factsheets were useful for the purpose required.

Following contact with the Helpline, survey respondents noted increased:

- Choice over how they spend their personal budget
- How much say they felt they had
- Freedom to implement their budget
- Opportunities to use their budget

- Satisfaction with their budget

Quotes:

- “The helpline always gives clear and informative advice.”
- “It is reassuring to know that the helpline is always there for help and advice.”
- “The adviser’s knowledge of personal budgets is excellent and the advice given is always comprehensive and easy to follow.”
- “Thank you, this was super helpful.”

Members Helpline

In a survey of Helpline Users:

- Quality of Advice rated 83%
- Usefulness of DR UK’s website and online factsheets rated 86%
- Support given to understand the nuances of complex cases rated 83%

Examples of how use of the line supported clients:

“CW lives with anxiety and has been denied Personal Independent Payment (PIP). Withheld benefits and reapplied with our help with success.”

“Single parent, recently widowed, Universal Credit (UC) miscalculation. Housing Benefit (HB) restored when facing eviction proceedings. All sorted.”

“Clients have been helped in so many ways. I use the service for any complex cases and they are reassured that I have consulted the experts to give them the best chance of success. Benefits have been backdated, appeals won. And financial settlement assured. DR UK is invaluable in supporting advice services to do this.”

2. Career opportunities

There is a 28.1% gap in employment between Disabled and non-Disabled people, if that gap were halved, a million more Disabled people would be in work. Through our policy and campaigning work this year we have sought to further this debate and influence decision makers regarding the employment of Disabled people.

All Party Parliamentary Group on Disability (APPG)

Following the 2019 General Election, the inaugural meeting of the APPG on Disability was held in January 2020. Dr Lisa Cameron MP was confirmed as chair. A number of APPG meetings were held during 2020 to 2021 including on entrepreneurship, assistive technology, accessible Higher Education and welfare and COVID. In November 2020 there was a special APPG to mark 25 years of the Disability Discrimination Act.

The administrative support of the APPG is undertaken from Lisa Cameron's office with financial support from Warwick Business School. The APPG membership has grown over the past year to 198. Disability Rights UK provides disability expertise and input.

Many of the planned meetings and events were then postponed due to the coronavirus pandemic. However, we were able to attend and speak at the '*From Voluntary to Mandatory Reporting*' parliamentary event in February, hosted by the group and chaired by Lord Kevin Shinkwin. We were also able to attend a virtual meeting in which the Minister for Disabled People, Justin Tomlinson, attended and addressed some of our concerns about the impacts of Covid-19 and response efforts e.g. access to food, longer-term planning.

We were asked to give oral evidence to the House of Lords enquiry on accessible voting, but the session was cancelled due to Covid-19. We made a written submission instead.

Disability Skills Unit (DSU) 2021

The unit is dedicated to supporting Disabled people to pursue their goals, ambitions and aspirations for work, education and skills development.

This year the DSU continued to provide training events for a wide range of professionals from different sectors including education, NHS, careers and enterprise advisers, job coaches, training providers local authorities, as well as parents/family carers.

We delivered 20 online training events including a conference.

- 89% of participants said their knowledge of the support that is available in education, training and employment had increased
- 92% of participants said they had a better knowledge of relevant resources
- 94% of participants reported improved confidence in communicating effectively with Disabled young people
- 95% of participants said they felt more confident to challenge assumptions, preconceptions and unconscious bias related to disability
- 88% of attendees said that their understanding of the barriers Disabled young people face in education, training or work has increased
- 90% of participants said their understanding of the key career challenges young people with SEND face has improved

Feedback included:

- *"Today's meeting was brilliant! Thank you"*
- *"Thank you so much for all the information provided - found it all very clear and useful"*
- *"I joined in with lots of the sessions and thought it was fantastic. Congratulations on a great conference"*

We also created the Get Ahead resource – a monthly newsletter and quarterly magazine for and by young people and set up a steering group with young people. At the end of March, Get Ahead had a subscription list of 477 people. <https://www.disabilityrightsuk.org/get-ahead>

Feedback comments for Get Ahead:

- From The Education People: *We're extremely proud to be starting 2021 with a feature in Disability Rights UK's Get Ahead Magazine*
- *The Get Ahead magazine is perfect for some of our young people*

Annual Conference

Our yearly conference 'Improving post -16 outcomes for Disabled young people in education, training and employment' was online and attended by 94 attendees on February 25th and 90 attendees on February 26th 2021.

The conference had a range of presentations from practitioners, the education and training sectors, apprentices/learners, employers, organisations and services working with Disabled young people.

We asked what the major challenge Disabled young people face for getting a job was. Some of the responses included:

- Lack of opportunities
- People's attitudes
- Lack of understanding in recruitment and employment
- Unconscious bias
- Lack or limited support and being misunderstood
- Lack of information around support and adjustments

We asked about what could improve post-16 outcomes for Disabled young people in education training and work. Some of the responses included:

- Starting to talk about outcomes earlier, to raise aspirations and plan for how these will be achieved
- More exposure to the workplace and work experience - early on
- Joined up thinking between, health, care and social services
- Job carving
- Signposting resources for employers
- More employers willing to take on young people - but also offers of jobs after training
- People need to be informed of all choices available and not have presumed limitations imposed on them
- Professional advice by trained and informed individuals
- Better access to support, resources, more positive discrimination
- Pastoral care and transport to work
- Educate the society about disability
- A two-pronged approach (effective, informed Information Advice & Guidance (IAG) from year 9 upwards and educating local employers (SME's) about the support and benefits of reviewing their recruitment and employment strategies
- Individual, parental and social expectation limits perception of what an individual is capable of

Feedback:

- *I just wanted to say how much I enjoyed the conference. It was such a wonderful and varied agenda, and really inspirational*
- *An excellent, well organised event as always, with excellent speakers*
- *The whole event has been so interesting, and I have many contacts to follow up*
- *98% of attendees said that the conference has helped them gain new learnings or knowledge*

Webinars

We ran 19 online training events. Attendees consisted of careers and enterprise advisers/leads, job coaches, employment support officers, teachers, training providers, employers, disability advisers, NHS, local and regional authorities, parents, organisations working with Disabled people, and other stakeholders.

We also contributed and presented at other events including “The Good Youth Employment Symposium: Disability & Creating Opportunity” organised by Youth Employment.

Advisory groups

We continue to attend and contribute to different advisory groups including the Youth Employment Group (YEG) groups, Skillsbuilder Special Educational Needs and Disability (SEND) meetings, T-Level SEND advisory group, Access to Work (AtW) forum, the Kings College Advisory Panel, Careers Education, Information, Advice and Guidance (CEIAG) Thurrock, Employment Round Table NdtI, Department of Education (DfE)/FE SEND advisory group, CEC SEND Steering group, National SEND Employment Forum.

Sharing and promotion of resources

Flying Start Hampshire designed to help young people plan and prepare for life, study, and work after school, has added DR UK resources including the Into Apprenticeship guide on their website

Amazing Apprenticeships included the Get Ahead magazine in their resources section and the Into Apprenticeship Guide and other DR UK resources in the September parents' pack. [Parent-Pack-September-2020.pdf \(amazingapprenticeships.com\)](https://www.get-ahead.org.uk/parent-pack-september-2020.pdf)

Publications/Get Ahead:

We have created the Get Ahead project and toolkit to reach out and inform Disabled young people about post 16-options, resources and have their voices heard. Get Ahead publishes a quarterly magazine and a monthly newsletter. The website includes a CV toolkit.

<https://www.disabilityrightsuk.org/get-ahead>

The project is led by a steering group of young people. We are working with schools and colleges and young people. The young people also contribute and co-edit Get Ahead and inform us about barriers they encounter in life, education, and training. We have provided opportunities for this group to

acquire new skills, develop their talents and writing skills, do work experience, and meet with an employer.

Our engagement with young people improved their self-motivation and confidence. It helped them to overcome their hesitancy to speak on video. They were delighted their work was appreciated and published.

We published seven newsletters and three magazines. The magazine focussed on Further and Higher Education and apprenticeships, T-Levels and included useful links including DR UK Student helpline. It included life and work experiences that young Disabled people can use in job applications.

At the end of the year, Get Ahead had a subscription list of 477 people.

Comments about the Get Ahead magazine and newsletter:

- *Thank you for sharing information regarding your new initiative 'Get Ahead' for Disabled young people. This has been shared within our team of caseworkers to highlight to young people they are working with, and we have also shared on our Facebook page to a wider audience. (Sendiass)*
- *My manager has forwarded me your newsletter and magazine, which are brilliant! (NDCS)*
- *This is great and has been shared with both students and staff. It was really insightful. (careers leader)*
- *Thanks for the information on this amazing project, and we have put a link on to our school website as we have an ex-student featured- we are very proud of his achievements! (careers adviser)*
- *I would just like to say a big thank you for all the very interesting resources and information you have been sending. It has all been very useful. (Job Centre Plus school adviser)*

Student Helpline

Our Student Helpline continued to receive high numbers of enquiries and we continue to update our online resources on education with 85% of users finding these useful for their purposes. There were 1,599 enquiries in the year.

Quotes:

- *I so very much appreciate the service you offer and think you're doing a fantastic job in a niche area supporting people who otherwise have nowhere else to turn for the specialist advice you can offer*

- *I would like to thank you for your help and advice. I showed this email to the exam board. They have now reversed their decision. I am pretty certain your email played a large part in this. I am very grateful. It is great to know that there are people like you out there*
- *Thank you, you're a star - I now feel able to move on to the next stage of my plans to return to study*
- *I received excellent advice on the helpline two months ago, which it's no exaggeration to say has completely transformed the situation. The adviser grasped the facts of my rather complex situation very quickly and gave me clear, concise and informed advice. She was empathetic during the call and made me feel empowered to fight on*
- *Excellent service. Helped me get the support I needed with exams and assessments*
- *Helpline gave me the information that I needed that I couldn't get anywhere else. It's very useful to have a helpline which specifically supports students with disabilities. I hope it continues. Very useful to actually speak to someone who understands their particular situation, especially regarding finance*
- *Extremely helpful – have called it twice of late with questions no other service could answer*

The Leadership Academy Programme (LAP)

The LAP has now reached its 7th year and because of the Covid-19 Pandemic, we had to reconsider the way we deliver the programme and still meet the overarching objectives of the programme.

The 2021 cohort started in January with 9 delegates. By reformatting the content to create bite sized modules delivered online. We used group work and break out rooms to allow interaction between delegates and support engagement in the programme. We have once again seen a substantial impact on the participants. We remain convinced that classroom based delivery builds a stronger rapport between delegates but the past year has proved that online delivery can work.

The Graduation Ceremony also took place online. This provides the space for delegates to showcase their hard work. They share their lived experience as Disabled employees and those with long-term health conditions. The presentations demonstrate how the workplace can become inclusive. We invite guests from equality and diversity teams, line managers and HR professionals to attend, hopefully impacting the workplace culture in the longer term.

In addition to our annual LAP cohort, we ran a bespoke programme for Rotherham NHS Trust. This saw delegates presenting to senior members of the Trust, they made recommendations for improving accessibility within the Trust, many of which were implemented by senior management.

Delegates reported significant impact in their confidence, motivation, and ability to be open about their disability and the support that they need to advance and develop their careers.

Bridge to Work – Innovation in routes to employment

This summer we completed an overview of the fourth year of the Bridge to Work Programme, covering the impact of the pandemic on the six delivery projects. In summary, we found that the pandemic had a significant impact on the Disabled young people. Employment was harder to access than before and many young people faced additional barriers and challenges. They had to cope with uncertainty and anxiety and learn to adapt to living much of their lives online - in some cases, being on the wrong side of the digital divide. The six delivery partners also encountered challenges including having to develop and deliver a new digital offer as quickly as possible and keeping participants engaged and enthused. In addition, many employers were closed during lockdowns and having to furlough their own staff. Taking on new staff or work placement students was either not possible or not a priority. The move online did present opportunities for some of the delivery partners and participants, such as improving digital skills and enabling more frequent contact. It also removed some barriers to participation, such as travel, or anxiety associated with being in an office.

We are now at the start of the fifth and final year of the programme. We have appointed an evaluation consultant to assist with a co-produced evaluation framework. This evaluation will cover the programme in its entirety, and an overview of the final year. The learning from the evaluation will influence our policy work on employment for Disabled young people.

3. Influencing public attitudes and behaviours

Communications

Our goal for communications is to effect change, and that still means impacting audiences who do not currently consider the needs of Disabled people across society.

We have positioned DR UK as the go-to for comment on national disability issues – as the UK's leading DPO. We are set apart from other disability charities which often work for Disabled people without being led by Disabled people. Media is starting to realise the parallels of going to such charities with speaking to white people about Black Lives Matter, and straight people about LGBTQIA issues.

The past year's communications have been centred on the impacts of Covid on Disabled people.

We have amplified the voices of Disabled people for the national press on deaths from Covid, the dearth of hospital appointments for other conditions, lack of food, isolation, lack of care, the removal of the Care Act's provisions for Disabled people, vaccination prioritisation – the list goes on.

Our communications focus centred on influencing Government, as it too often felt as if Disabled people had been forgotten. Our tone in the national media became more assertive, as Disabled people bore the brunt of the worst impacts of the virus.

Our e-newsletter became a calling to account and action for decision makers to understand the impacts of their decisions during the pandemic upon Disabled people.

We spread our reach this year to more diverse groups. Our CEO and Head of Policy especially have been spokespeople for DR UK, not just in all mainstream media channels, radio, TV and print, but in smaller influential channels which might not normally consider Disability issues, such as BBC 1Xtra, and GB News.

As well as presenting opinions from DR UK, we often work with media as a fixer to give platforms to individuals to tell their stories about Disability in the national media. This strong, personal voice creates relatability which helps change hearts and minds.

We have rebooted our blog site to give individual voices a platform on key issues, and to speak about softer issues, such as the role of disability in the arts.

In autumn 2020, we created a visually strong campaign called We Belong to collect the opinions of Disabled people across the UK to input them into our response to the government's consultation on its National Disability Strategy. The result was a hard-hitting, comprehensive snapshot of the full range of issues impacting Disabled people, with calls to action for all areas of Government.

We have worked on communications strategies with:

- The HoME coalition on housing
- Media Trust on disability representation in mainstream media, social media, and newsroom equality agendas. Media Trust works with senior leadership in media, including the Society of Editors, which gets our agenda on their agendas.
- Liberty on justice and human rights issues
- Channel 4 on its Paralympic coverage
- Independent Age on food provision during lockdown
- Government on Covid communications

In Summer 2021, we contributed comment to the vast majority of national press and news channels on the National Disability Strategy and a significant chunk of local media.

Training and Consultancy 2021

In spite of the pandemic, and the closure of nearly all face to face training, we delivered an operational profit of nearly £30,000. Disability Confidence training remained our primary product. After a very quiet first quarter, we started delivering online training and worked with a number of businesses, training their management, HR teams and customer facing staff. These businesses included:

- Avanti Schools Trust
- Cabinet Office
- CLCH NHS Trust
- Health Research Authority
- Independent Parliamentary Standards Authority
- Kent & Medway NHS Trust
- Joseph Rowntree Foundation
- Musicians Union

We also continued to expand the other ways we work with businesses. We carried out Disability Confident Leader validation for the Business Disability Forum. We continued to deliver ad hoc consultancy to ALDI, South Western Railways and Penguin Random House, amongst others and utilised our in-house expertise for external speaking opportunities.

In total our training and consultancy delivered an operational profit just shy of £30,000 in 2020/21.

East London Innovation and Enterprise Zone (ELIEZ)

The UK's first dedicated space for Disabled entrepreneurs opened this year. The programme helped 30 entrepreneurs accelerate the development of products and services that address unmet needs, from idea stage through to global deployment. This was achieved by co-producing workshops and content with Plexal, Barclays Eagle Labs, Loughborough University London, London College of Fashion, Bravand and ICAEW.

They set up the Inclusive Innovators series which features start-ups, design thinkers, entrepreneurs and partners part of the ELIEZ community. This series is available at [inclusive-innovators](#) and features DR UK CEO - [UCL Minds: Inclusive Innovators - Kamran Mallick](#).

The legacy of the programme is that the universities are more aware of their obligations and the opportunities that diversity brings. The universities will continue to run Inclusive Thinking and Design Hacks. It left structural changes at Plexal which makes the building and its resources more accessible and inclusive.

Plans for the future

Governments Disability Strategy

Our We Belong report was submitted to the government, outlining what Disabled people we had engaged within the year wanted to see in government plans to transform our lives. We are expecting govt to release the strategy sometime during the summer and autumn 2021.

UNCRPD Review

We were involved in the writing of the Civil Society report in 2017 and sent representatives to Geneva to input into the review of UK Government implementation of the treaty. 2022 will be the start of the next review and we will work to ensure the voice of Disabled people is once again heard by the committee starts its next review. We will work with DPOs, individual Disabled people and other organisations to ensure a diverse range of lived experiences are represented in the review.

Equality, Diversity & Inclusion

The EDI strategy that was approved by the board in the 4th quarter of 2020/21 will be put into operational use across all aspects of our work including how we engage with partners. We will continue to build on the work that has been done over the past 3 years making our organisation more diverse and representative of society. We want to build on this work and ensure that EDI is a thread in the way we work, who we work with and how we work.

Review our Ambassador programme

Our ambassador programme is overdue a review, and in 2021/22 we will set up a working group led by a board member. It will consider the purpose, role and value of ambassadors in our work, and how we can harness the talent and standing of key individuals in our community to support our Vision and Mission.

Increasing our fundraising capacity

In order to achieve stability and growth we need to find effective ways of bringing in resources. We appointed a new fundraiser and are considering our plans around digital fundraising.

Developing our policy capacity

We have set an ambitious range of policy areas which are wide ranging. In order to achieve these, we need to have additional capacity. We will continue to develop our successful partnership working on specific campaigns. We will continue our conversations with funders about this.

Developing links with DPOs and the newly established DPO Forum

We will develop our links with DPOs and build on the work we have started with Our Voices. We want to increase its membership and impact on government. We will also play an active role in the DPO Forum, set up as a result of the government's attempts at engagement around the Disability Strategy.

Website

The DR UK website needs a complete refresh and having secured the funds we have appointed a company to redevelop it.

Financial review

The charity had a positive movement in funds of £125,623 (2020 £134,870). This has improved the balance sheet which now shows net assets of £305,495 (£179,872), of which unrestricted are £231,190.

It goes without saying that the year was extremely unusual and potentially very difficult with the Covid pandemic. However, the charity strove to find new income and reduce costs, helping it maintain current services and mount a huge campaign about the government's handling of the pandemic.

We campaigned, with Our Voices and the DCC, to highlight the importance of DPOs during the pandemic. This led to the National Lottery Community Fund (NLCF) releasing grants to grass roots. DR UK then secured a one-off grant from the NLCF to support core activities. Our successful relationship with Esmée Fairbairn Foundation led to them offering an extra grant of £17,000 to help run services during Covid. We negotiated a three month rent free period from April to June 2020 and a rates rebate of £11,000 from the local council. We also received a number of legacies totalling £45,323. Despite delivering an increase in outcomes and campaigns the charity furloughed some staff, avoiding redundancies and receiving £16,355 in furlough payments.

Without these extra sources of income the charity would almost certainly have made a loss. Training and consulting work was down on budget as face to face training all but ceased. Handbook sales were down, as many people did not go to the office and some organisations did not need as many copies. There were some savings on travel and subsistence and meeting rooms, with no meetings held in person.

Another £80,000 of the CVA was paid during the year. As at 31 March 2021 a further £53,333 remains to be paid with the final payment in November 2021. Once this is paid off, financial planning will be easier. The pension liability of the charity is now restricted to the CVA liability shown in the accounts. The active pension arrangements for staff are all now defined contribution and the charity has complied with its obligations under auto enrolment. This has included the 3 year anniversary re-enrolment which was completed in May 2019.

The Finance team supports the charity's activities by providing financial analysis, reporting to funders and giving administration support. The charity does not hold material financial investments.

Reserves policy

The Charity will finally pay off the CVA in November 2021. By then the charity will have paid £735,000 over seven years to the Pension Protection Fund. This comprised an initial payment of £175,000 followed by £80,000 per annum. Although the balance sheet has improved year on year end, it made it very difficult to build up reserves. Historically, the charity has had a policy of aiming to build 3 months running costs of around £300,000.

As at 31 March 2021, net assets are £305,495, of which unrestricted reserves are 231,190. The restricted reserve figure is made up from one project. The other projects all show nil closing balances. Some have finished, some are received for the period April to March, some are received quarterly for work done in that quarter. Lastly, some have income deferred as they are "grants subject to performance related conditions" and portions of the income are deferred in accordance with para 5.24 of the Charities SORP.

In reviewing the policy the following matters were considered:

1. Some income received is only guaranteed for a single year and confirmed late. Other income, though fairly certain to be received, can fluctuate. Also, income targets need to be met. A sum of £50,000 is therefore reserved to allow for the unexpected reduction in both some funding and in target income.
2. Each year £80,000 is paid to the CVA reducing the operational cashflow. Overall financial planning will be much easier once the final CVA payment is made.
3. The core running costs for 3 months are around £180,000 including some contingency.

A flexible and understandable reserve policy is therefore to try to build up unrestricted reserves to £250,000.

Going concern

The charity manages its cash position very carefully. The 2021/22 budget was developed on a prudent basis taking into account any potential future impacts of Covid-19 and the uncertain economic climate. The budget, cash flow and financial plans are closely monitored with any negative variances being quickly addressed to ensure the financial viability of the organisation over the longer-term.

The trustees have considered the going concern issue and are confident that there are sufficient resources and plans in place to ensure the charity is a going-concern for the twelve months following the signing of these accounts.

Principal risks and uncertainties

The principal risks faced by the charity are the failure to secure new grant and trust funding and a reduction in unrestricted income through sales, donations or training and consultancy.

The trustees are fully aware of this and there is a constant drive to find new sources of income. At the same time costs are monitored as closely as possible. The Leadership Team review the top risks regularly, and these are presented to every Board of Trustees meeting. In addition, the Risk Register itself has been reviewed and improvements made around actions and controls.

With thanks to our Funders

We would like to thank our funders and supporters for their funding and kind donations throughout the year:

Care Quality Commission
City Bridge Trust, the funding arm of Bridge House Estates
Department for Education
Department of Health
Edinburgh Trust
Edward Gosling Foundation
Elizabeth and Prince Zaiger Trust
Esmée Fairbairn Foundation
GD Herbert Charitable Trust
Joseph Levy Foundation
National Lottery Community Fund
Nicholls and Clarke
Snowdon Trust
Sport England

Some special thanks to those who took the time to fundraise for us during the year, including:

Ashden Tredgold
Becky Roberts
Mia Hadfield-Spoor
Bikeworks CIC

And finally thank you to our members. All our funders, supporters and members enable us to deliver our priorities and strengthen our voice.

Structure, governance and management

The charitable company was established under a memorandum of association and is governed under its articles of association which are available on the website.

As per the Articles of Association, the board must consist of a minimum of six trustees and a maximum of 16 of whom 75% must be Disabled people. No fewer than three quarters of the board shall be elected by the membership and no more than one quarter appointed by the board. Currently the board comprises 11 Trustees 10 were elected with the treasurer appointed by the board. The board manages the business of the charity and exercises all the powers of Disability Rights UK. It seeks to ensure the charity is compliant with charity and company law and works with its charitable objectives.

We have two sub committees accountable to the main board, each with agreed terms of reference and delegated authority from the board. They are Financial Performance Committee and People and Governance Committee. A member of the management team is responsible for each committee. These committees can have co-opted members who are not trustees, at the discretion of the main board. These individuals are subject to the same declaration of interest policy as trustees.

The trustees delegate the day-to-day running of the organisation to the Chief Executive, supported by the Leadership Team, who are the Financial Controller, Head of Policy, Head of Advice and Information, Head of Programmes and Impact, and Head of Development.

The organisation is a private company limited by guarantee, incorporated on 14 July 2010 and registered as a charity on 26 October 2010. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Appointment of trustees

New trustees are appointed through a fair and open process ensuring, as far as possible, diverse representation from a cross section of society, including different experiences of disability and skills. Trustees are elected on a three-year cycle.

Trustee induction and training

New trustees spend a day meeting key management personnel and other members of staff to learn about the projects and programmes delivered by the charity.

Remuneration policy for key management personnel

Remuneration for all staff, including key management personnel, is considered in the December/January period before year-end when the budget for the next year is set. There is union consultation via a member of staff under a voluntary trade union agreement between the charity and the union.

Final decisions on remuneration are made by the People Committee and Financial Performance Committee and then ratified by the main board. This policy applies to all staff, including key management personnel.

Statement of responsibilities of the trustees

The trustees (who are also directors of Disability Rights UK for the purposes of company law) are responsible for preparing the trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking

reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Goldwins were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 23rd September 2021 and signed on their behalf by;



.....
Lesley Baliga
Treasurer

Opinion

We have audited the financial statements of Disability Rights UK (the 'Charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including [Financial Reporting Standard 102](#): The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material

Independent auditors' report
To the members of Disability Rights UK
For the year ended 31 March 2021

misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent auditors' report
To the members of Disability Rights UK
For the year ended 31 March 2021

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

This report is made solely to the Charity's members, as a body, in accordance with [Chapter 3 of Part 16](#) of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

13 October 2021

Disability Rights UK

Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Income from:					
Donations and legacies	3	114,994	-	114,994	134,170
Charitable activities:	4				
Member Services		26,845	-	26,845	33,718
Promoting social inclusion		144,311	871,828	1,016,139	801,212
Advice and publications		244,726	-	244,726	288,936
Training and sponsorship		62,726	-	62,726	137,735
Total income		593,602	871,828	1,465,430	1,395,771
Expenditure on:					
Raising funds		60,122	300	60,422	69,170
Charitable activities:					
Member Services		34,003	-	34,003	79,765
Promoting social inclusion		71,451	892,214	963,665	732,400
Advice and publications		224,923	-	224,923	270,372
Training and sponsorship		56,794	-	56,794	109,194
Total expenditure	5	447,293	892,514	1,339,807	1,260,901
Net movement in funds		146,309	(20,686)	125,623	134,870
Reconciliation of funds:					
Total funds brought forward		84,881	94,991	179,872	45,002
Total funds carried forward		231,190	74,305	305,495	179,872

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Disability Rights UK
Balance sheet
As at 31 March 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	9		176		7,022
Investments	10		6,057		6,057
			<u>6,233</u>		<u>13,079</u>
Current assets:					
Debtors	11	204,374		256,950	
Cash at bank and in hand		585,593		384,419	
		<u>789,967</u>		<u>641,369</u>	
Liabilities:					
Creditors: amounts falling due within one year	12	(490,705)		(421,243)	
			<u>299,262</u>		<u>220,126</u>
Net current assets					
			<u>305,495</u>		<u>233,205</u>
Total assets less current liabilities					
Creditors: amounts falling due after one year	13		-		(53,333)
Total net assets			<u>305,495</u>		<u>179,872</u>
Funds					
Restricted funds			74,305		94,991
Unrestricted funds:					
General funds			231,190		84,881
Total charity funds	16		<u>305,495</u>		<u>179,872</u>

Approved by the trustees on 23 September 2021
and signed on their behalf by:



Lesley Baliga
Treasurer



Martin Stevens
Chair of Trustees

Company registration no. 7314865

The attached notes form part of the financial statements.

Disability Rights UK
Statement of cash flows
For the year ended 31 March 2021

	2021	2020
	£	£
Net income for the reporting period (as per the statement of financial activities)	125,623	134,870
Depreciation	5,588	6,354
Disposal of fixed assets	1,258	-
Decrease in debtors	52,576	15,792
Increase / (decrease) in creditors	16,129	(68,584)
Net cash provided by operating activities	201,174	88,432
	2021	2020
	£	£
Change in cash and cash equivalents in the year	201,174	88,432
Purchase of fixed assets	-	(1,834)
Cash and cash equivalents at the beginning of the year	384,419	297,821
Cash and cash equivalents at the end of the year	585,593	384,419

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Wholly irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. Partially irrecoverable VAT is charged in one figure to overheads.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, IT, finance, HR, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 5.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	33%
Fixtures and fittings	33%

k) Investments in subsidiaries

Investments in subsidiaries and other unlisted investments are stated at fair value.

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Pensions

The charity operates a defined contribution scheme to satisfy stakeholder pension requirements. The employer's contributions are charged to the Statement of Financial Activities as incurred.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2021

2 Detailed comparatives for the statement of financial activities

	2020 Unrestricted £	2020 Restricted £	2020 Total £
Income from:			
Donations and legacies	54,170	80,000	134,170
Charitable activities:			
Member Services	33,718	-	33,718
Promoting social inclusion	232,727	568,485	801,212
Advice and publications	288,936	-	288,936
Other trading activities	137,735	-	137,735
Total income	747,286	648,485	1,395,771
Expenditure on:			
Raising funds	63,775	5,395	69,170
Charitable activities:			
Member Services	79,765	-	79,765
Promoting social inclusion	175,368	557,032	732,400
Advice and publications	270,372	-	270,372
Other	109,194	-	109,194
Total expenditure	698,474	562,427	1,260,901
Net movement in funds	48,812	86,058	134,870
Total funds brought forward	36,069	8,933	45,002
Total funds carried forward	84,881	94,991	179,872

3 Income from donations and legacies

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Donations	69,671	-	69,671	134,170
Legacies	45,323	-	45,323	-
	114,994	-	114,994	134,170

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2021

4 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Organisational members	21,602	-	21,602	26,208
Individual members	5,243	-	5,243	7,510
Total for member services	26,845	-	26,845	33,718
Government grants	24,394	240,000	264,394	224,200
Trust and foundation grants	45,000	631,828	676,828	382,485
Contracts	22,831	-	22,831	132,139
Key sales	52,086	-	52,086	62,388
Total for promoting social inclusion	144,311	871,828	1,016,139	801,212
Publications	244,476	-	244,476	281,436
Advice services	250	-	250	1,800
Contracts	-	-	-	5,700
Total for advice and publications	244,726	-	244,726	288,936
Training & consultancy and courses	49,826	-	49,826	85,910
Partnerships and projects	12,900	-	12,900	51,825
Total for training and consultancy	62,726	-	62,726	137,735
Total income from charitable activities	478,608	871,828	1,350,436	1,261,601

Government Grants were received from the Department of Health and the Department of Education. These are described in more detail in note 16.

During the year, the charity received £16,355 in furlough payments under the government support scheme. It also received £3,314 under the Access to Work support scheme. The total of £19,669 is included within the Government grants figure of £24,394 above.

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2021

5 Analysis of expenditure

		Charitable activities						2021 Total £	2020 Total £
	Basis of allocation	Cost of raising funds £	Member services £	Promoting social inclusion £	Advice and publications £	Training & sponsorship £	Support costs £		
Staff costs	Direct	41,312	8,958	370,217	101,568	-	218,093	740,148	736,383
Direct project costs	Direct	3,297	3,493	420,854	82,918	25,147	-	535,709	342,181
Office running costs	Direct	-	-	-	-	-	23,808	23,808	113,037
Premises costs	Direct	-	-	-	-	-	40,142	40,142	69,300
		<u>44,609</u>	<u>12,451</u>	<u>791,071</u>	<u>184,486</u>	<u>25,147</u>	<u>282,043</u>	<u>1,339,807</u>	<u>1,260,901</u>
Overhead salaries		14,037	16,192	134,629	24,589	28,646	(218,093)	-	
General overheads		661	1,995	14,134	5,900	1,117	(23,807)	-	
Rent & rates		1,115	3,365	23,831	9,948	1,884	(40,143)	-	
Total expenditure 2021		<u>60,422</u>	<u>34,003</u>	<u>963,665</u>	<u>224,923</u>	<u>56,794</u>	<u>-</u>	<u>1,339,807</u>	<u>1,260,901</u>
Total expenditure 2020		<u>69,170</u>	<u>79,765</u>	<u>732,400</u>	<u>270,372</u>	<u>109,194</u>	<u>-</u>	<u>1,260,901</u>	

Of the total expenditure, £447,293 was unrestricted (2020: £698,474) and £892,514 was restricted (2020: £562,427).

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6 Net income / (expenditure) for the year

This is stated after charging:	2021	2020
	£	£
Operating lease rentals:		
Property	51,303	68,400
Other equipment - photocopier	553	553
Depreciation	5,588	6,354
Auditor's remuneration - audit fees	6,000	7,500
	6,000	7,500

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2021	2020
	£	£
Salaries and wages	663,232	656,147
Social security costs	61,968	64,047
Employer's contribution to defined contribution pension schemes	14,948	16,190
	740,148	736,384

There were no other employee benefits other than those listed above.

The following number of employees received employee benefits (excluding both employer's NIC and pension contributions) during the year between:

	2021	2020
	Number	Number
£60,000 - £69,999	-	1
£70,000 - £79,999	1	-

The total employee benefits including Employer's NIC and pension contributions of the key management personnel were £270,785 (2020 £255,995).

For 2020 there were five members of the senior management team. In the current year there were seven with one, who was part time, leaving during the year. At the end of the year there were six members.

The charity trustees were not paid or did not receive any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' travel and subsistence expenses totalled £116 (2020: £4,688). Some trustees do not claim any expenses for travel and subsistence.

Staff numbers

	Average number of staff employed during the year		Average number of FTE staff employed during the year	
	2021	2020	2021	2020
	Number	Number	Number	Number
Raising funds	0.6	0.6	0.5	0.5
Member Services	1.7	1.7	1.5	1.5
Promoting Social Inclusion	12.4	11.6	10.6	10.1
Advice and publications	5.2	5.2	4.4	4.6
Training and consultancy	0.9	1.9	0.9	1.6
	20.8	21.0	17.9	18.3

Average number of staff is based on head count and FTE is based on hours worked compared with full time.

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8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Computer equipment £	Fixtures and fittings £	Total £
Cost			
At the start of the year	27,751	2,170	29,921
Additions in year	-	-	-
Disposals in year	(1,258)	-	(1,258)
At the end of the year	<u>26,493</u>	<u>2,170</u>	<u>28,663</u>
Depreciation			
At the start of the year	21,519	1,380	22,899
Charge for the year	4,974	614	5,588
At the end of the year	<u>26,493</u>	<u>1,994</u>	<u>28,487</u>
Net book value			
At the end of the year	<u>-</u>	<u>176</u>	<u>176</u>
At the start of the year	<u>6,232</u>	<u>790</u>	<u>7,022</u>

All of the above assets are used for charitable purposes.

10 Investments

	2021 £	2020 £
Investments at fair value:		
Preference shares in Santander UK plc	913	913
Investment in Helpcard Holdings Ltd	5,142	5,142
Investment in subsidiary undertakings incorporated in the UK	2	2
	<u>6,057</u>	<u>6,057</u>

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11 Debtors

	2021 £	2020 £
Trade debtors	166,372	198,417
Other debtors	19,691	12,788
Prepayments	13,311	45,445
Accrued income	5,000	300
	204,374	256,950

12 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	32,854	68,828
Taxation and social security	26,062	34,526
Other creditors	24,821	2,000
Accruals	59,901	59,741
Deferred income	293,734	176,148
CVA payments	53,333	80,000
	490,705	421,243

Deferred income

	2021 £	2020 £
Balance at the beginning of the year	176,148	195,562
Amount released to income in the year	(176,148)	(195,562)
Amount deferred in the year	293,734	176,148
Balance at the end of the year	293,734	176,148

	2021 £	2020 £
Handbook pre-orders, invoices raised and online payments received	107,147	92,533
Grants subject to performance-related conditions	145,131	77,175
Training and consulting projects	41,456	6,440
	293,734	176,148

The grants above are "grants subject to performance-related conditions received in advance of delivering the services required by that condition". These are "accounted for as a liability and shown on the balance sheet as deferred income" in accordance with the Charities SORP para 5.24. The income, when released, flows through the restricted funds part of the SOFA and the grants are referred to as "deferred" in the restricted funds note.

13 Creditors: amounts falling due after one year

	2021 £	2020 £
CVA payments - due within one to two years	-	53,333

As detailed in previous accounts, the charity entered a CVA on 11 November 2014 with the PPF to commute the liabilities of the old defined benefit scheme. The remaining liability is £53,333 and the final payment will be paid in November 2021.

14 Pension scheme

The charity operates a defined contribution pension scheme with Friends Life which is a qualifying scheme for auto-enrolment.

Disability Rights UK
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15 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2021			
Tangible fixed assets	176	-	176
Investments	6,057	-	6,057
Net current assets	224,957	74,305	299,262
Long term liabilities	-	-	-
Net assets at the end of the year	231,190	74,305	305,495

	General unrestricted £	Restricted £	Total funds £
Year ended 31 March 2020			
Tangible fixed assets	7,022	-	7,022
Investments	6,057	-	6,057
Net current assets	125,135	94,991	220,126
Long term liabilities	(53,333)	-	(53,333)
Net assets at the end of the year	84,881	94,991	179,872

Disability Rights UK
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16 Movements in funds

		At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	At the end of the year £
Year ended 31 March 2021					
Restricted funds:					
DoH - Health and Wellbeing Alliance	Apr - Mar	-	80,000	(80,000)	-
Department for Education	Apr - Mar	-	160,000	(160,000)	-
Sport England - Get Yourself Active	Deferred	-	201,035	(201,035)	-
Sport England - Tackling Inequalities	Deferred	-	195,093	(195,093)	-
Sport England - Durham	Deferred	-	35,333	(35,333)	-
West Midlands Combined Authority	Finished	-	2,500	(2,500)	-
Disability Action NI - DRILL project	Finished	10,703	37,722	(48,425)	-
DRILL 4 Nations project	Finished	9,683	-	(9,683)	-
City Bridge Trust - Bridge to Work	Quarterly	-	14,145	(14,145)	-
City Bridge Trust - advice work in London	Quarterly	-	35,000	(35,000)	-
National Lottery Community Fund	Finished	-	111,000	(111,000)	-
DSA QAG		74,605	-	(300)	74,305
Total restricted funds		94,991	871,828	(892,514)	74,305
General funds - unrestricted		84,881	593,602	(447,293)	231,190
Total charity funds		179,872	1,465,430	(1,339,807)	305,495
Year ended 31 March 2020					
Restricted funds:					
DoH - Health and Wellbeing Alliance		-	60,000	(60,000)	-
Department for Education		-	160,000	(160,000)	-
Sport England - Get Yourself Active		-	139,409	(139,409)	-
West Midlands Combined Authority		-	12,500	(12,500)	-
Disability Action NI - DRILL project		8,933	86,284	(84,514)	10,703
DRILL 4 Nations project		-	16,404	(6,721)	9,683
Spirit of 2012 - Get Out Get Active		-	32,778	(32,778)	-
LEF - Right to Participate		-	4,500	(4,500)	-
Barrow Cadbury		-	29,000	(29,000)	-
City Bridge Trust - Bridge to Work		-	18,860	(18,860)	-
City Bridge Trust - advice work in London		-	8,750	(8,750)	-
DSA QAG		-	80,000	(5,395)	74,605
Total restricted funds		8,933	648,485	(562,427)	94,991
General funds - unrestricted		36,069	747,286	(698,474)	84,881
Total charity funds		45,002	1,395,771	(1,260,901)	179,872

Purposes of restricted funds

Department of Health - Health and Wellbeing Alliance. We co-ordinate the user-led Lived Experience Alliance consisting of Advonet (formerly Change), National Survivor and User Network (NSUN) and Shaping Our Lives. We are led by disabled people and bring tested methods to build up, gather and feed the direct and collective voice of our lived experience into (co-produced) projects with other equality groups.

Department for Education (previously Business Information and Skills). To support disabled people's skills for employment, to advise on policy development and to run the Disability and Skills Unit.

Get Yourself Active. A Sport England funded programme to create opportunities for Disabled people and people with Long-Term Health Conditions to be physically active in a way that is right for them, by working with local and national partners.

Tackling Inequalities Fund. A Sport England funded project to support organisations to support Disabled people and people with Long-Term Health Conditions to be active during the pandemic. £250,000 was received from Sport England to distribute to the organisations. £54,907 of income was deferred at year end.

Durham. A Sport England project that aims to develop research led teaching and community-based training materials and resources on physical activity to influence social work practice of today and tomorrow and improve disabled people's health. A grant of £43,733 was received in the year, of which £8,400 was deferred at year end.

West Midlands Combined Authority. To be responsible for co-ordinating and supporting the development and ongoing engagement with the West Midlands Citizens' Network, placing inclusive voice at the heart of the decision making process. The project finished early in the year.

Disability Action NI - DRILL Project. A grant as a partner in the Disability Research on Independent Living and Learning (DRILL) project. A five year initiative funded by Big Lottery to deliver the world's first major research programme led by disabled people. The project finished early in the year.

DRILL 4 Nations Project. Worked with think and action tank LKMco to produce research into young people's attitudes to disability. The project finished early in the year.

City Bridge Trust - Bridge to Work. To provide evaluation on the Supporting Disabled Londoners into Employment, Bridge to Work project.

City Bridge Trust - advice work in London. We received the first quarterly instalment of £35,000 per year restricted funding from City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628). The grant is towards the salaries, operating and management costs of the London element of our Independent Living Helpline and Members' Advice Line. The annual grant award will run until FYE 2025.

We received £111k from the National Lottery Community Fund which we treated as a restricted grant. The funding was used to deliver activities specifically aimed to support communities through the COVID-19 crisis and overcome issues around the funding of staff posts caused by the pandemic.

DSA QAG. In March 2020, we received a restricted donation of £80,000 from DSA-QAG, following that organisation's closure. The donation is restricted to work associated with assisting disabled students to enter and succeed in higher education.

17 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Equipment	
	2021	2020
	£	£
Less than 1 year	415	553
1 - 5 years	-	415
	415	968

The lease relates to the photocopier which is for 5 years and runs until January 2022. The quartely rentals are £138.

The charity moved to new premises at Plexal, Here East, Stratford on 2 January 2018. The contract is on a rolling one year basis. The annual rent from 1 April is £68,400 (2020 £68,400) plus VAT.

18 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

19 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).