



DISABILITY EQUALS ABILITY

2024 ANNUAL REPORT

www.disabilityequalsability.org

**DISABILITY EQUALS ABILITY
REGISTERED CHARITY NUMBER: 1194745
REPORT OF THE TRUSTEES
FOR THE PERIOD 27/2/2023 TO 27/2/2024**

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REGISTERED CHARITY NUMBER: 1194745
REPORT OF THE TRUSTEES**

REFERENCE AND ADMINISTRATIVE DETAILS

**LEGAL AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED DECEMBER 2024**

DISABILITY EQUALS ABILITY (DEA)
REGISTERED CHARITY NUMBER: 1194745

STATUS:

THE CHARITY IS CONTROLLED BY ITS GOVERNING DOCUMENT AND CONSTITUTES AN UNINCORPORATED CHARITY (FOUNDATION MODEL CONSTITUTION).

GOVERNING DOCUMENT:

ADOPTED ON 09/06/2021.

REGISTERED OFFICE ADDRESS:

85 GREAT PORTLAND STREET,
FIRST FLOOR,
LONDON,
W1W 7LT.

BOARD OF TRUSTEES

MRS. JULIANA AMEH (CHAIR)
MISS KAIWEI FU
MRS. FAITH MANGO

DISABILITY EQUALS ABILITY

REPORT OF THE TRUSTEES FOR THE PERIOD OF 27/12/2023 - 27/12/2024

THE TRUSTEES PRESENT THEIR REPORT ALONG WITH THE FINANCIAL STATEMENTS FOR THE CHARITY FOR THE PERIOD OF 27/2/2023 TO 27/2/2024. THE TRUSTEES HAVE ADOPTED THE PROVISIONS OF THE STATEMENT OF RECOMMENDED PRACTICE (SORP) 'ACCOUNTING AND REPORTING BY CHARITIES' ISSUED IN MARCH 2005.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

Disability Equals Ability is structured as an unincorporated association with a governing board of trustees. The charity operates under the guidance and oversight of these trustees, who are responsible for ensuring compliance with legal, financial, and operational frameworks. Day-to-day management is delegated to the Chief Executive Officer (CEO), who reports regularly to the board to ensure alignment with the charity's goals.

New trustees are selected by the current board, typically during the Annual General Meeting (AGM). The charity recruits trustees with expertise in areas such as disability advocacy, finance, law, and charity management. This ensures effective governance and positions the charity well to fulfill its mission.

Upon appointment, new trustees receive an induction that covers the charity's governing documents, key activities, financial statements, and policies. Additionally, trustees are encouraged to attend training programs, including the "Good Trustee Guide" developed by the National Council for Voluntary Organisations (NCVO), to stay informed about best practices in governance.

Risk management is a priority for the trustees, and they regularly review and assess potential risks. This assessment covers both operational risks, such as the sustainability of funding sources, and external risks, such as changes in legislation. The charity's risk mitigation strategies are continuously reviewed and adapted to address new challenges.

OBJECTIVES AND ACTIVITIES

Charitable Objectives

The charity's objects, as stated in the governing documents, focus on promoting equality and diversity for the public benefit, particularly for people with disabilities in the UK, Nigeria, Zimbabwe, and Botswana. The charity works to eliminate disability discrimination and advance activities that promote equality and understanding. The charity also carries out research related to disability and publishes findings to inform public opinion and policy.

Vision Statement

Our vision is to be a catalyst for positive change in communities across England and Africa striving for a future where equality and diversity are not only embraced but celebrated. We envision a society where discrimination on the basis of disability is eradicated, education is a tool for empowerment, and activities promoting understanding create connections that bridge cultural divides.

Mission Statement

Our mission is to actively promote equality and diversity for the public benefit, with a particular focus on England, Wales, Nigeria, and Zimbabwe. We are committed to creating inclusive societies where discrimination on the grounds of disability is eliminated and education and awareness in equality and diversity are advanced. Through our endeavours, we aim to foster understanding among people from diverse backgrounds, contributing to a world where every individual is treated with respect and dignity.

Our core values:

Inclusivity and Accessibility:

Integrity

Partnership

DISABILITY EQUALS ABILITY - ACHIEVEMENTS AND PERFORMANCE

Public Benefit

Disability Equals Ability (DEA) is committed to advancing public benefit by focusing on the social inclusion and empowerment of individuals with disabilities. Through our activities, we aim to create an environment that supports disabled people in living independently, improving their mental well-being, and reducing social isolation. Our initiatives are designed to facilitate positive change by providing access to essential resources, services, and support systems that address the specific needs of individuals with disabilities.

DISABILITY EQUALS ABILITY

ACHIEVEMENTS AND PERFORMANCE

In the year under review, Disability Equals Ability (DEA) has made significant progress toward fulfilling its mission of promoting equality and diversity, with a particular focus on eliminating discrimination against individuals with disabilities. Despite the challenges faced, including limited resources and trustees, the organization has continued to empower communities and individuals with disabilities across England, Wales, Nigeria, and Zimbabwe. Below are the key achievements and performance highlights for the period:

Raising Awareness and Advocacy

DEA's advocacy efforts have been instrumental in raising awareness of the rights and potential of individuals with disabilities. Notable achievements include:

Social Media Campaigns: A series of targeted campaigns on platforms like Instagram, Facebook, and LinkedIn, highlighting the experiences and success stories of individuals with disabilities. These campaigns aimed to shift the focus from the charity model to the social model of disability, emphasizing empowerment and inclusion.

Partnerships: Collaboration with like-minded organizations in the UK, Nigeria, and Zimbabwe to amplify the impact of initiatives. Notable partnerships have helped extend our reach and influence in local communities.

Promoting Inclusivity through Accessible Services

In line with our commitment to making the world more inclusive, DEA introduced accessible services aimed at supporting individuals with disabilities:

Counselling Services: The introduction of both face-to-face and online accessible counselling services has proven to be a critical initiative in supporting individuals with disabilities in addressing mental health and emotional well-being. The flexible delivery format ensures that more individuals, especially those in remote areas, have access to the help they need.

Resource Accessibility: Efforts to make our digital platforms more accessible to individuals with disabilities have been prioritized. This includes optimizing our website for screen readers and offering captioned videos for individuals with hearing impairment.

DISABILITY EQUALS ABILITY

ACHIEVEMENTS AND PERFORMANCE

Public Awareness and Engagement Throughout the year, Disability Equals Ability has made significant strides in fulfilling its objectives. Notably, the charity has advanced public awareness campaigns, increased its educational outreach, and expanded community support services. In terms of public awareness, the charity launched several social media campaigns aimed at engaging the public on issues of disability rights. These campaigns, conducted through platforms such as Instagram, Facebook, and LinkedIn, reached thousands of people. DEA's social media campaigns reached over 1,000 people this year, with an average engagement rate of 5%, showcasing a strong connection with the audience. These campaigns included interactive content on platforms such as Instagram, Facebook, and LinkedIn, which encouraged people to take action by signing petitions, donating, and raising awareness about disability rights.

Impact Metrics:

1,000+ people reached via social media campaigns, with an engagement rate of 5%. Key actions taken: over 150 interactions (likes, comments, shares) and 30 new followers across platforms.

Outreach, Educational and Mental Health Support

30 sun screens and hats were distributed to individuals with albinism in an effort to protect them from harmful UV rays.

Mental health support services were provided to individuals with disabilities, including online counseling sessions for people in the UK, Nigeria, Zimbabwe, and Botswana. Feedback indicates that 80% of participants found the counseling services helpful in managing their mental well-being.

In addition to these awareness campaigns, the charity has focused on providing educational resources. The platform has been particularly successful in reaching audiences in areas with limited access to in-person training programs.

The charity's community services have also expanded. Through its mental health support initiatives, Disability Equals Ability provided essential counseling services to individuals with disabilities, both in the UK and internationally. These services were delivered through online platforms, ensuring accessibility for people in remote or underserved areas.

The charity also published a comprehensive research report on the state of disability inclusion across the UK, Nigeria, and Zimbabwe. This report highlighted key barriers to inclusion and provided actionable policy recommendations to help governments and organizations implement more inclusive practices.

DISABILITY EQUALS ABILITY

ACHIEVEMENTS AND PERFORMANCE

GLOBAL OUTREACH AND IMPACT

DEA's impact has extended beyond the UK, with significant outreach to Nigeria and Zimbabwe:

Country-Specific Initiatives: In Nigeria and Zimbabwe, DEA supported local communities by advocating for the rights of people with disabilities and providing resources to organizations working with individuals with disabilities.

One key new partnership in Nigeria is with JKs Orpange Nigeria, which has provided food donations to individuals with disabilities in underserved communities. This partnership has allowed DEA to distribute essential food items.

Despite these successes, the charity faced certain challenges during the year. One major challenge was securing sustainable funding. While the charity has been successful in attracting donations and small grants, it is recognized that long-term funding is necessary to continue delivering and expanding programs. To address this, the trustees have been exploring new fundraising strategies, including corporate sponsorship and the development of a monthly donor program.

Global Outreach and Partnerships

In Nigeria and Zimbabwe, DEA successfully secured 2 new partnerships with local organizations. These partnerships will allow the charity to:

Expand its reach to 500 additional individuals with disabilities by 2025.

Provide local training and resources to help communities support individuals with disabilities.

Work collaboratively with local partners to advocate for better policies and services for individuals with disabilities.

FINANCIAL PERFORMANCE AND SUSTAINABILITY

Disability Equals Ability's financial performance for the year demonstrated the charity's continued ability to deliver its core services despite financial constraints. Total income for the year amounted to £1,500, generated through donations, grants, and fundraising activities.

Expenditure for the year totaled £1,300, with the majority of funds allocated to charitable activities.

The charity is committed to ensuring financial sustainability, and the trustees have developed a reserves policy to ensure the charity has sufficient funds to meet its obligations in the event of unexpected financial difficulties. Future efforts will focus on increasing this reserve to provide greater financial security.

STATEMENT OF TRUSTEE RESPONSIBILITIES

The trustees are responsible for preparing the charity's annual report and financial statements. In doing so, they ensure that the financial statements provide a true and fair view of the charity's financial position, operations, and cash flows. The trustees have also ensured that the charity complies with all legal and regulatory requirements, and they are committed to upholding the highest standards of governance and accountability.

FINANCIAL STATEMENTS

Statement of Financial Activities

For the Year Ended 27 December 2024

The charity's financial activities are outlined below. Total income for the year was £1,500, while total expenditure amounted to £1,300. A breakdown of these figures is presented in the following table:

Income and Endowments

Amount (£)

Donations and Legacies

£1,500

Total Income

£1,500