



Disability  
Equals  
Ability

DISABILITY EQUALS ABILITY

# 2025 ANNUAL REPORT

**DISABILITY EQUALS ABILITY  
REGISTERED CHARITY NUMBER: 1194745  
REPORT OF THE TRUSTEES  
FOR THE PERIOD 27/2/2024 TO 27/2/2025**

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**DISABILITY EQUALS ABILITY  
REGISTERED CHARITY NUMBER: 1194745  
REPORT OF THE TRUSTEES**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**LEGAL AND ADMINISTRATIVE DETAILS**

DISABILITY EQUALS ABILITY (DEA)  
REGISTERED CHARITY NUMBER: 1194745

**STATUS:**

THE CHARITY IS CONTROLLED BY ITS GOVERNING DOCUMENT AND CONSTITUTES AN UNINCORPORATED CHARITY OPERATING UNDER A FOUNDATION MODEL CONSTITUTION.

**GOVERNING DOCUMENT:**

ADOPTED ON 09/06/2021.

**REGISTERED OFFICE ADDRESS:**

THE GATEWAY  
85 - 101 SANKEY STREET  
WARRINGTON, CHESHIRE  
WA1 1SR

**BOARD OF TRUSTEES**

MRS JULIANA AMEH  
MRS FAITH MANGO  
MISS JOYNESS MURESHERWA

**DISABILITY EQUALS ABILITY**

**REPORT PERIOD: THE TRUSTEES PRESENT THEIR REPORT ALONG WITH THE FINANCIAL STATEMENTS FOR THE CHARITY. THE TRUSTEES HAVE ADOPTED THE PROVISIONS OF THE STATEMENT OF RECOMMENDED PRACTICE (SORP) 'ACCOUNTING AND REPORTING BY CHARITIES'.**

## Chair's Message

Hello everyone,

Once again, the time has come for me to write my message for our annual report, and it hardly seems possible that another year has passed since the last one.

This has been a positive, fruitful, and eventful year for Disability Equals Ability. We were delighted to receive a grant from The National Lottery Community Fund, which has enabled us to strengthen our work supporting people with disabilities through our Health Horizons wellbeing project. Alongside this, our ongoing social media advocacy has continued to grow, receiving positive engagement and helping to amplify the voices and experiences of disabled people across the UK and Africa.

I continue to thoroughly enjoy my role as Chair, and I would like to express my sincere thanks to our Board of Trustees for their commitment, guidance, and ongoing support throughout the year. Their dedication—whether through attendance at board meetings or work behind the scenes—plays a vital role in the success of our organisation.

I would also like to extend my heartfelt thanks to all our 15 dedicated volunteers. Your commitment, passion, and consistently high standard of work are truly appreciated and remain central to everything we achieve as an organisation.

Thank you to everyone who has supported Disability Equals Ability over the past year.

Best wishes,  
Juliana Ameh  
Chair, Disability Equals Ability

## **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 overseen by the Chair, supported by volunteers.

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 and Africa. The charity works to eliminate disability discrimination and advance activities that promote equality, inclusion, 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 across communities in England and Africa, striving for a future where equality and diversity are not only embraced but celebrated.

## Mission Statement

Our mission is to promote equality and diversity for the public benefit, particularly in England, Wales, Nigeria, and Zimbabwe. We are committed to creating inclusive societies where discrimination is eliminated and awareness is strengthened.

## Our core values:

- **Inclusivity and Accessibility:** We believe everyone needs to feel safe, encouraged, and valued.
- **Integrity:** Everything we do should inspire trust and confidence.
- **Partnership:** The voices of people with disabilities and their families must be heard and central to our work.

# DISABILITY EQUALS ABILITY - ACHIEVEMENTS AND PERFORMANCE

## Public Benefit

Disability Equals Ability (DEA) is committed to advancing public benefit by promoting the social inclusion, wellbeing, and empowerment of people with disabilities. During the year under review, our activities supported over 60 disabled people across the UK and Africa through advocacy, community engagement, and preparatory wellbeing support activities.

These activities were designed to reduce social isolation, improve emotional wellbeing, and empower individuals to participate more fully in their communities. Feedback from participants indicated increased confidence, improved wellbeing, and reduced feelings of isolation through engagement with DEA's work.

During the reporting period, DEA successfully secured funding from The National Lottery Community Fund to deliver the Health Horizons wellbeing project, which will commence in the next reporting year. This project has been developed in response to identified needs and will provide accessible wellbeing support, including peer support sessions, mental health and emotional wellbeing discussions, and confidence-building activities for disabled people.

DEA's work reached individuals and communities across England, Wales, Nigeria, and Zimbabwe, using a mix of digital platforms and community-based engagement to ensure accessibility for those unable to attend in person. By providing inclusive spaces, amplifying lived experience, and advocating for equality, DEA continues to deliver clear public benefit and contribute to greater understanding and inclusion of disabled people.



# 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 challenges, including operating within limited resources, below are the key achievements and performance highlights for the period:

### Raising Awareness and Advocacy

Throughout the 2024-2025 period, we sustained a high level of digital and remote outreach via Facebook, Instagram, LinkedIn, Zoom, and Microsoft Teams. In March 2025, we successfully overhauled and relaunched our website [www.disabilityequalsability.org](http://www.disabilityequalsability.org) which now integrates seamlessly with our active social media channels. Our future plan is to continue building face-to-face services while retaining crucial remote options to ensure maximum accessibility.

### Wellbeing Project

A significant achievement was securing funding from The National Lottery Community Fund to deliver the Health Horizons wellbeing project, which will run until October 2026. This funding will enable us to expand wellbeing support for disabled people through the Health Horizons project, which will commence in the next reporting year.

### Networks and Partnerships

We are immensely grateful to our team of 15 volunteers, who support a wide range of activities including administration and project delivery.

### Future Plans

Looking ahead, Disability Equals Ability will continue strengthening its foundations while growing our support for disabled people across the UK and Africa.

Our key priorities for the coming year are to:

- Work towards long-term financial sustainability
- Ensure all activities reflect the priorities identified by disabled people
- Regularly review governance and policy documents
- Secure continuation funding for essential projects
- Diversify income streams to reduce reliance on grant funding
- Further develop organisational infrastructure and capacity

These priorities will help us build a resilient, sustainable organisation that continues to deliver meaningful impact.

# FINANCIAL PERFORMANCE AND SUSTAINABILITY

Disability Equals Ability's financial performance during the year demonstrates the charity's continued ability to deliver its core activities despite financial constraints. The Trustees remain committed to ensuring financial sustainability and prudent financial management.

During the financial year ended 27 February 2025, the charity recorded total income of £6,295 and total expenditure of £493, resulting in a positive balance carried forward. The Trustees have adopted a reserves policy to ensure that funds are available to meet ongoing commitments and to provide resilience in the event of unexpected financial difficulty. Looking ahead, the Trustees will focus on increasing reserves, strengthening financial controls, and diversifying income streams to support the long-term sustainability of the charity.

## STATEMENT OF TRUSTEE RESPONSIBILITIES

The Trustees are responsible for preparing the Annual Report and Financial Statements and for ensuring that they provide a true and fair view of the charity's financial position, financial performance, and cash flows. The Trustees also ensure compliance with legal and regulatory requirements and uphold the highest standards of governance and accountability.

## FINANCIAL STATEMENTS

### Statement of Financial Activities

For the year ended 27 February 2025

- Financial period start date: 28 February 2024
- Financial period end date: 27 February 2025
- Total income: £6,295
- Total expenditure: £493

Approved and signed on behalf of the Trustees on 23 December 2025:

Juliana Ameh (Chair)

Faith Mango

Miss Joyness Muresherwa

# **DISABILITY EQUALS ABILITY**

## **CONCLUSION AND FUTURE GOALS**

### **Looking Ahead to 2026**

The past year has been one of consolidation and strategic growth. We have laid strong foundations in advocacy, service delivery, and partnership development.

As we look ahead to 2026, we remain focused on deepening our impact through sustainable practice, enhanced community programmes, and continued advocacy for disability inclusion.

We extend our deepest thanks to our supporters, partners, volunteers, and the communities we serve.