

# DISABILITY WALES / ANABLEDD CYMRU

England & Wales · Charity number 517391

## Details

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**Other names** THE WALES COUNCIL FOR THE DISABLED

**Status** Registered

**Legal form** Charitable company

**Company number** 01998621

**Registered** 1986-03-20

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

## Contact

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**Website** [www.disabilitywales.org](http://www.disabilitywales.org)

## Activities

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**Objects:** TO ASSIST THE RELIEF OF ALL DISABLED PEOPLE IN WALES.

**Activities:** To promote the understanding, adoption and implementation of the Social Model of Disability throughout Wales. To remove all disabling barriers in society. To recognise and address the nature of multiple discrimination against disabled people including race, gender, sexual orientation, age, belief and language. To develop strong and effective organisations led by disabled people across Wales.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Disability
- **Who:** People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- **Area of benefit:** WALES
- Throughout Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£302,208	£336,864	-	-
2024-03-31	£267,374	£448,437	-	-
2023-03-31	£568,684	£534,455	£572,108	11
2022-03-31	£606,148	£551,697	£537,879	11
2021-03-31	£551,804	£446,182	£483,428	7

## Trustees

Name	Role	Appointed
Angharad Price		2021-10-20
Deborah Louise Shaffer		2021-10-20
Gemma Beer		2024-12-11
James Kelvin Jones		2017-10-19
Janet Thomas		2024-12-11
Joseph Powell		2024-12-11
Polly Bennett		2025-10-22
Tracey Blockwell		2023-10-17
Trevor Michael Palmer		2013-10-21
Willow Caroline Holloway		2015-10-08

**DISABILITY WALES / ANABLEDD CYMRU**

England & Wales - Charity number 517391

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# Accounts

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**Charity registration number 517391**

**Company registration number 1998621 (England and Wales)**

**DISABILITY WALES/ANABLEDD CYMRU**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

# DISABILITY WALES/ANABLEDD CYMRU

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# **DISABILITY WALES/ANABLEDD CYMRU**

## **CHAIR, CEO AND TREASURER STATEMENT FOR THE YEAR ENDED 31 MARCH 2025**

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### **Chair's Report**

As with many third sector organisations, it has been a challenging year for Disability Wales and funding cuts have required us to undertake a change programme to ensure a more sustainable future for the organisation.

We have greatly appreciated the support and understanding of members during this period, as reduction in staff capacity has meant that we have been unable to provide the usual range of activities. We embarked on our strategic review and were delighted by the number of members who responded to our survey.

It was clear from members responses that key priorities for DW include: working with Disabled People's Organisations and individual disabled people; campaigning and influencing policies, as well as educating the public on disability issues and the Social Model of Disability. These priorities very much guided our thinking at strategic planning sessions with Board and Staff, and we look forward to sharing our new strategic plan with members soon.

DW has certainly sought to influence the development of Welsh Government's draft Disabled People's Rights Plan. DW, together with many of our members, has played an active role in the Disability Rights Taskforce and across the 10 working groups. We are proud to have delivered Social Model of Disability Training for Taskforce members as well as for the Cabinet, including the First Minister. It is vital that this commitment to the Social Model of Disability is translated into meaningful actions to tackle disabling barriers in everyday life and ensure disabled people's right to independent living.

I wish to thank the Cranfield Trust for their assistance with our Strategic Review, as well as the Moondance Foundation and Wales and West Housing Association for their greatly valued financial support. This has helped us continue our work during a critical time for the organisation. I am also honoured to pay tribute to the late Mike Jones, who as well as loyally supporting DW over many years, remembered us with a generous legacy. May he rest in power.

My thanks as ever go to DW's magnificent Board of Trustees and our dedicated staff team for their hard work and commitment to achieving the rights and equality of disabled people.

Willow Caroline Holloway

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT FOR THE YEAR ENDED 31 MARCH 2025

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### Chief Executive's Report

During another challenging year for disabled people where the ongoing cost-of-living crisis exacerbated long-term poverty and inequality, at DW we continued to pursue our aim of **influencing policy and decision makers at all levels on behalf of members.**

We vehemently opposed Welsh Government's shocking proposals to increase weekly maximum care charges from £100 to £125 per week. From our own *Barely Surviving* Report (2023), we knew that social care recipients were already struggling to pay their charges alongside essential bills for eating and heating. Through a membership survey and focus groups we built a strong case against the proposals. This included challenging the myth that only well-off disabled people are charged the maximum when in fact recipients who solely rely on benefits pay the full amount. Armed with this evidence, we met with Ministers, Senedd Members and took to the media. The campaign paid off: recognising the dire impact of raising charges, Ministers dropped their proposals. Moreover, they acknowledged the inconsistency in charging practice across Wales and announced their intention to undertake a national review. The power of the voice of lived experience was evident and DW was glad to play its role in ensuring this was heard at the highest level.

DW remained actively involved in the Disability Rights Taskforce including membership of several working groups. Having delivered Social Model training to all Taskforce participants, we were proud to present two sessions to Cabinet members, including the First Minister. Believed to be the first time any such training has been delivered in the UK, it provided an unrivalled opportunity to discuss directly with Ministers the significance of the Social Model of Disability in the history of disabled people's campaign for rights and why tackling barriers in society must be the priority of government.

While concerned at the delay in publishing the draft Disabled People's Rights Plan, we welcomed news of the proposed establishment of an External Advisory Board. Having lobbied for such a Board, to provide vital scrutiny and accountability for the Plan once published, we were delighted that the Cabinet Secretary for Social Justice, Jane Hutt MS announced the proposal at our AGM.

Despite the challenging context, we continued to actively contribute towards DW's aim to **develop and support the work of Disabled People's Organisations (DPOs).** This included delivering a range of initiatives that develop the skills and confidence of disabled people, many of whom play an active role in DPOs.

The successful, award winning Equal Power Equal Voice Mentoring Programme ended with an inspiring celebration of mentees achievements. Delivered in partnership with WEN Wales, EYST and Stonewall, it enabled many mentees, including from DW's cohorts, to secure Board positions, gain elected office or progress other personal goals. We were delighted that further funding from the National Lottery Community Fund and Welsh Government was secured by the partnership to run a second programme.

Building on the success of the pilot Access to Elected Office Fund, DW was awarded funding from Welsh Government to set up the Access to Politics Grassroots Network Project. Launched at a lively event on the International Day of Disabled People by the Cabinet Secretary for Local Government and Housing Jayne Bryant MS, it provides networking opportunities for disabled people interested in politics including standing for elected office. Moreover, it seeks to make politics more inclusive and accessible through development of resources such as an Access to Politics Charter and a Toolkit for disabled candidates. With Senedd and Local Government elections on the horizon, we look forward to disabled people featuring prominently among candidates standing across Wales.

Communicating effectively with members and stakeholders remains an important aspect of our influencing work and support for DPOs. Our website contains a range of information and resources, including the popular Social Model Toolkit launched during the year. We were pleased to see a significant increase in traffic with an additional 100K views compared to the previous year. Daily posts across DW's range of social media platforms featuring news, opportunities and updates, attracted more than 800 new followers, taking us to over 21K followers and achieving a total reach of 367,400.

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### *FOR THE YEAR ENDED 31 MARCH 2025*

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The cost-of-living crisis brought its own challenges for DW and following cuts in our funding, it required us to undertake a change programme to redesign and redevelop the organisation. To meet our aim of **leading and developing an effective and sustainable organisation** has required some hard decisions and difficult times. We embarked on a strategic review and appreciate the number of members who responded to our survey, which greatly helped inform the process. We look forward to sharing the outcome of the review, which has also involved staff and directors with valuable expertise from Cranfield Trust.

In seeking to secure a financially sustainable future for DW, support from funders Moondance Foundation and Wales and West Housing Association has been invaluable, and we are deeply touched by the legacy left to us by our dear friend and member Mike Jones.

As ever, my thanks go to our dedicated Directors for their wise advice and counsel and to our fantastic staff for their unstinting hard work and enthusiasm whatever the challenges.

Rhian Davies

# **DISABILITY WALES/ANABLEDD CYMRU**

## **CHAIR, CEO AND TREASURER STATEMENT**

### ***FOR THE YEAR ENDED 31 MARCH 2025***

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#### **Treasurer's Report**

The ongoing challenging financial climate continues to cause difficulties for the third sector, with rising costs, cuts to funding and highly competitive bidding processes. DW is not insulated from these pressures and has had to take some stark measures to reduce spending to support the long-term sustainability of the organisation.

We are fortunate that during such difficult times, our historical reserves built up over many years, enable us to maintain our work in influencing policy to ensure the rights of disabled people are upheld. For this we are ever grateful for some very generous legacies received over the years from members and supporters of the organisation.

This year, we were greatly touched and very thankful to receive a significant legacy from longstanding and greatly missed member Mike Jones. As well as being a regular at DW conferences, Mike actively campaigned for civil rights legislation during the mid-nineties. We are glad to be able to build on his legacy in the ongoing fight for the rights of disabled people and develop new strategies to continue our work in face of the rising challenges.

Our strategic planning process has engaged members as well as Directors and staff. We greatly appreciate the support received from the Cranfield Trust which provided volunteer consultants to facilitate our strategic review sessions and offer expertise with drafting our revised plan.

We are immensely grateful to Moondance Foundation and Wales and West Housing Association for their generous support for our work. This has proved invaluable in enabling us to develop a range of information resources to members and disabled people more widely during a challenging and stressful time for many.

As Treasurer I would like to thank fellow Trustees, the Chief Executive, and staff team who have worked to ensure that as a charity we operate to the highest standards to deliver our aims and objectives for our members.

Kelvin Jones

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2025

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The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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 2019).

#### Objectives and activities

The purposes of the charity, as set out in its governing document, are to assist the relief of all disabled people in Wales. The main activities undertaken in relation to those purposes are noted throughout the report.

#### Vision

Disability Wales/Anabledd Cymru (DW) is the national association of Disabled People's Organisations in Wales striving to achieve the rights and equality of all disabled people.

#### Mission

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy.

#### Public benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set. Our achievements towards these aims are set out in this report.

#### Strategic Aims and Objectives

**Strategic Aim 1:** To influence policy and decision makers at all levels, through acting as an effective advocate for the views, priorities and interests of our members

Objectives:

- To represent the interests of disabled people in Wales to Welsh Government and other decision makers
- To secure rights, equality and independent living in order to improve the well-being of disabled people

**Strategic Aim 2:** To develop and support the work of organisations managed and controlled by disabled people

Objectives:

- To provide information, advice and support to member organisations
- To design and deliver training and development programmes for member groups

**Strategic Aim 3:** To lead and develop an effective, sustainable organisation and ensure sound and robust governance

Objectives:

- To lead and manage an effective and efficient organisation for the benefit of disabled people
- To ensure sound and robust governance of the organisation
- To innovate, develop and deliver a range of income generating services that benefit disabled people

#### DW's Values

- The Social Model of Disability
- Equality, Diversity and Human Rights
- An Inclusive Society
- Self-determination
- Beacon of best practice
- Committed to achieving quality

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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### Outcomes, Achievements and Performance

#### Key Achievements

- Welsh Government dropped proposals to increase maximum weekly social care charges and proposed to undertake a review of charging policy and practice following a strong campaign from DW, members, and a consortium of organisations representing disabled people, older people and carers.
- At DW's AGM, the Cabinet Secretary for Social Justice, Jane Hutt, announced Welsh Government's proposals to establish an independent Disability Rights Advisory Board to provide scrutiny and accountability of the proposed Disabled People's Rights Plan, previously called for by DW.
- Successful online launch of DW's Social Model of Disability Toolkit, subsequently uploaded to website and disseminated to members, stakeholders and via social media.
- DW delivered Social Model of Disability Training to Cabinet Members – believed to be the first time such training has been provide at this level in the UK.
- Participation in the Disability Rights Taskforce and contributions to the drafting of the Disabled People's Rights Plan.
- Providing evidence from members to the Senedd Equality and Social Justice Committee's Inquiry into the Disability Employment Gap which was cited in its report.
- Completion of the successful, award winning Equal Power Equal Voice Mentoring Programme.
- Securing Welsh Government funding to set up the Access to Politics Grassroots Project.
- Launch of DW's Strategic Review with support from Cranfield Trust and engagement with Directors, staff and members including circulation of a survey and workshops.
- Awarded three-year donation from Wales and West Housing Association.
- Successful funding bid to Moondance Foundation.

#### Outcomes and Activities

##### *Social Care Charging*

Welsh Government proposals on raising the weekly maximum charge for adult non-residential care and support was considered unfair, unfounded and unsafe. Working together with DPOs, individuals and other organisations across the sector, DW was instrumental in achieving reversal of the proposals. DW was able to influence decision-making by:

- Holding a Senedd Drop-in Session to brief Senedd members about the proposals
- Submission of a consultation response opposing proposing increase in social care charges
- Holding meetings with Cabinet Secretary for Culture and Social Justice and Minister for Social Care
- Highlighting the impact of increased charging in media stories

#### Consultations and representation

As part of our work to represent the interests of disabled people in Wales, DW engaged in consultations and representation during the year which included:

#### Consultations

- Diversity and Inclusion Guidance for Registered Political Parties: submitted a consultation response drawing on learning from Access to Elected Office Fund Wales.
- Senedd - International Day of Disabled People: produced and circulated a briefing to Senedd Members on IDDP theme;
- UK Government - DWP White Paper Get Britain Working: created and circulated a survey for Get Britain Working White Paper. Shared through email and social media communications to inform response.
- Responded to the British Sign Language (BSL) (Wales) Bill consultation to wholeheartedly support the legislation in all its forms.
- Meetings with Cabinet Secretary for Culture and Social Justice and Minister for Social Care to discuss policy issues in their respective portfolios
- Gave oral evidence to Senedd Health and Social Care Committee re Health and Social Care Bill.
- Evidence to the Senedd Inquiry into Active Travel in Wales.
- Gave written and oral evidence to Senedd Equality and Social Justice Committee Disability and Employment Inquiry.
- Circulation of joint briefing with All Wales People First to all Senedd Members on Assisted Dying Debate.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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### Representation:

- Disability Rights Taskforce: participated in Taskforce meetings and the Chairs Working Group
- Secretariat of Cross Party Group on Disability, arranged Cross Party Group on Disability meetings and supported progress with campaign for 'lifetime' award of Blue Badge
- Human Rights Advisory Group - Legislative Options Working Group, contributing to analysis of options to incorporate the UN Convention on the Rights of Disabled People
- Third Sector Partnership Council: represented the Wales Disability Reference Group in meetings with the Cabinet Secretary for Equality and Social Justice
- Disability Equality Forum:
- Streamlining Welsh Benefits Stakeholder Group
- National Advice Network Wales
- Fuel Poverty Advisory Group

### Mainstream Media and Social Media Coverage

DW has built on its already very positive media profile which includes:

- Staff engaging in radio and TV presentations and interviews in both English and Welsh
- Regular blog posts
- Social media highlights videos
- Twitter stories and comments
- Monthly newsletter
- Regular updates to our website
- Over 1m visits to DW's Website
- Publication of General Election Factsheet giving information about boundary changes and ID requirements

Successful stories included:

- BBC Wales coverage re Disabled People's Access to Health Services
- Media appearances including on cuts to Winter Fuel Allowance, access to transport and disabled people and dating
- The reality of trying to use public transport in Wales if you're disabled
- Barriers to voting
- Co-production and funding from government
- Problems with recycling system due to an inaccessible design
- Planning an accessible Christmas party
- Continuing coverage of DW's opposition to proposed benefits cuts and call for overhaul of the unfair benefit systems.

### Promotion of Social Model of Disability

Promotion of the Social Model: increasing understanding and incorporation of its concepts within society is fundamental to the achievement of our strategic aims. We have continued our work through:

- Disability Equality and Social Model Training provided to relevant stakeholders.
- Social Model Training for Disability Rights Taskforce: continued delivery of training to all members.
- Social Model Training to Cabinet Members

### Core Participation in Covid-19 Inquiry

DW is a core participant in Module 4 on Vaccines and Therapeutics and Module 6 Social Care. Building on the co-produced 2021 report *Locked-Out: Liberating disabled people's lives and rights in Wales beyond Covid-19* DW continues to represent the interests and concerns of Disabled People's Organisations regarding the devastating impact of Covid-19 on disabled people in Wales including:

- Loss of social care support and rights to assessment
- Fear and anxiety about blanket application of 'Do not attempt resuscitation' notices
- Lack of prioritisation of disabled people in Vaccines Roll-out

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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### Targeted Projects

#### **Equal Power Equal Voice Mentoring Programme**

Equal Power Equal Voice (EPEV) is a partnership between Women's Equality Network (WEN) Wales, Stonewall Cymru, Disability Wales, and Ethnic Minorities & Youth Support Team (EYST) Wales.

Launched in 2021, EPEV was a mentoring programme aiming to increase diversity of representation in public and political life in Wales, funded by the National Lottery Community Fund and Welsh Government.

Mentees and their mentors came together in Cardiff and online when EPEV held its final event for the 2023/24 cohort to celebrate the successes of the last year. It was powerful to be there to hear just how much this programme means to those who are a part of it.

DW is delighted to continue its partnership role in the new EPEV Programme which commenced in June 2025, and is part funded by the National Lottery and Welsh Government.

#### **Access to Politics Grassroots Network Project**

The Access to Politics Project is funded by Welsh Government and builds on the findings from the pilot Access to Elected Office Fund. It aims to develop a non-partisan grassroots network of disabled people interested in engaging more actively in politics including standing for elected office. In addition to the Network, the project will produce an Access to Politics Charter aimed at achieving greater inclusion in party politics and a toolkit for disabled candidates.

The project was launched by the Cabinet Secretary for Housing and Local Government Jayne Bryant MS, at a Senedd Event to celebrate the International Day of Disabled People.

#### **Single Advice Fund**

- DW is a partner in two successful regional bids led by Gwent Citizen Advice and Cwm Taf Citizen Advice. DW's role will include developing links between Citizen Advice and DPOs, advise staff on Social Model, accessibility and inclusion.

#### **CARE Lab**

- DW is a partner in a three-year research project re data from National Social Care Census. Led by Cardiff University, DW's role is to establish and co-ordinate an advisory panel of social care recipients.

#### **Enquiries**

DW responded to nearly 400 enquiries from members of the public seeking advice/information on disability issues. Examples of enquiries dealt with during the period:

- Support with accessible housing issues
- Obtaining a Social Care Assessment
- Applying for a Blue Badge
- Pavement parking
- Accessibility at public buildings

#### **Events**

##### **Annual Conference**

Annual Conference/AGM on 11th December: Planning for the Future

Event included a speech from the Cabinet Secretary for Social Justice Jane Hutt MS, plus a presentation on DW's Strategic Review, findings from the membership survey and breakout groups to discuss future priorities.

##### **The Social Model of Disability's cross-cultural values**

DW joined forces with ResponsABLE Assistance to host this international hybrid event. It was an opportunity to learn more about and meet representatives from the Fursa initiative in Kenya and to explore the Social Model of Disability's cross-cultural values. Fursa has helped to overcome cultural practices and provide sustainable income streams for families, such as fruit and vegetable production. As Welsh Government part funds the initiative, the Cabinet Secretary for Social Justice, Jane Hutt, spoke at the event.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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### Financial review

DW again received an award of £150,000 in relation to the Equality and Inclusion Grant 2024-2025. The Board continues to invest a portion of DW's free reserves in our programme of activities as the work is vital to achieving our aims and could not be covered within the Welsh Government award. The Board has continued to devote time to look at the scenarios and options available to DW to secure its future and enable work to continue to advance our aims, including a comprehensive strategic review.

- DW secured a grant of £30k from the Moondance Foundation which will support the provision of information to disabled people.
- DW was the grateful beneficiary of a legacy of over £25,000 from the late Mike Jones, a long-standing member of DW, who we paid tribute to at the 2024 AGM.
- Partner in two successful regional bids to the Welsh Government Single Advice Fund and to the CARE Lab project funded by NIHR and led by Cardiff University
- New Just Giving Page launched at AGM [Support Us - Disability Wales](#)

### Expenditure

A review of expenditure has been carried out and will be updated on an ongoing basis, savings identified and actioned already include: reduced rental payments, use of available audit exemptions to reduce audit and accountancy fees, reversion to on-line meetings rather than face-to-face, unless specific funding can be secured to run events such as our annual conference, and reduced staffing costs as vacant roles have been consolidated.

The move to online engagement activities has continued to feature firmly which has continued to save costs associated with meetings and events in a physical space. DW continues to be a member of The Spark community, which provides cost effective office space and the opportunity to network and collaborate with university academics and professional services staff, Spark community members and tenants from the public, private and third sectors.

Working remotely cut costs such as printing, stationery and postage as well as travel and subsistence, however, increased costs for equipment such as laptops and office chairs. A working from home allowance is paid to staff.

### Staffing

Two members of staff left during the year and one joined.

### Fundraising and Income Generation

Diversification of funding sources has long been identified as key to a sustainable future for DW. The Board recognises the challenges of raising funds in a competitive environment, and the need to identify opportunities where the available funding aligns closely with our own aims. Relationships are being developed with a range of funders we have not engaged with previously and a funding strategy including new approaches to fundraising, donations, and other income is being developed. In addition, we are continuing to develop and build on our previous experience of partnership working and are pursuing several collaborative projects.

### Reserves policy

Disability Wales needs reserves to:

- Meet contractual liabilities should the organisation ever need to undergo a significant structural re organisation. This includes redundancy pay, amount due to creditors and commitments under leases.
- Meet unexpected costs such as: staff cover, for example illness, maternity leave, parental leave and legal costs defending the charity's interest.
- Replace resources as they wear out or become obsolete.
- Provide working capital when funding is paid in arrears, which would place DW in a position to bid for funding.
- Fund specific projects and activities agreed by the Board and not met by other sources of income.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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The Directors have reviewed the Charity's needs for reserves in line with the guidance issued by the Charity Commission. The amount needed to fulfil outstanding contracts or monies that can only be used for the intention stated by the funder have been set aside in a restricted reserve.

The calculation of the required amount of reserves is an integral part of DWs planning, budgeting and forecasting cycle. It takes into account:

- The risks assessments with each stream of income and expenditure being different from that budgeted.
- The planned activity level and future developments.
- The organisation's contractual commitments e.g., staffing, rent, etc.

The charity recorded an overall deficit for the year of £34,656 (2024: deficit £181,063) split between an unrestricted deficit of £47,716 (2024: deficit £96,285) and a restricted surplus of £13,060 (2024: deficit of £84,778). The restricted surplus relates to the timing difference between expenditure of funds and recognition of income.

At the year end the reserves totalled £356,389 (2024: £391,045) which consists of unrestricted reserves of £317,904 (2024: £365,620) and restricted reserves of £38,485 (2024: £25,425). The free reserves (not including designated funds) of the charity totalled £106,904 (2024: £154,620).

As the shortfall in Welsh Government funding continues, the Board have continued to invest surplus free reserves in continuing the vital work of DW in such key areas as participation in the Covid Inquiry and challenges to the increased burden on the cost of living, for example successfully influencing the decision not to remove the weekly cap on social care charging.

Given the challenging, competitive funding environment in which DW is currently operating, the directors have set aside in designated reserves a target level that includes 3-6 months of core and delivery costs plus a designation for reorganisation. The current free reserves are separate from this designation and the Board are prepared to invest any surplus over the target level in developing a more sustainable, independent funding base for the organisation.

### **Designated funds:**

Bursary - £1,000 as a bursary to aid individual members to attend events in person.

Sustainable Base - £140,000 as a contingency to continue vital core work, including acting as a base from which to develop new funded projects, until new core funding can be secured.

Reorganisation - £70,000 towards the costs of potential future reorganisation.

### **Risk Management**

The Directors carry out an annual review of the principal risks faced by the organisation, a risk register is maintained and procedures put in place where appropriate to mitigate the identified risks. Principal risks are considered at each Board meeting.

The principal risk facing DW is the reduction in funding and the reliance on funding from a single source, the Directors are continuing to invest in efforts to find and develop new sources of income while constantly monitoring costs.

### **Plans for future periods**

Disability Wales will continue to work with members, key partners, funding partners and Welsh Government in delivering the aims and objectives of the organisation. During the summer DW undertook a change programme to redesign and redevelop the organisation to ensure that we are fit for purpose in the future, and from Autumn 2024 commenced a period of strategic review and development, to take place throughout the coming year, involving staff, directors, members and other stakeholders.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025**

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DW will meet with relevant agencies/organisations to discuss funding strategies and business development.

- The organisation will continue developing and implementing a diverse funding strategy.
- Priorities will be agreed for how income is generated in the short, medium and long-term with targets set and resources allocated accordingly.
- The organisation will build on its success to date in generating income through project grants and contracts achieved by staff with relevant expertise.
- Continue to explore potential partners for project funding.
- Continue to explore ideas for a project to support capacity building among Disabled People's Organisations including the development of a formal network.
- Proceed with plans for discussions with members and meeting with other stakeholders to generate more ideas for potential partnerships.
- Set up further meetings with WG Divisions, and to undertake training in competitive tendering.

#### **Structure, governance and management**

The organisation is a charitable company limited by guarantee and as such is governed by a Memorandum and Articles of Association. The company was incorporated on 11 March 1986 and registered as a charity on 20 March 1986. Each member of the Board has agreed to guarantee the company's debts for the amount of £1 each.

The organisation is governed by a Board of Directors made up of both elected and appointed Directors.

The term of office for elected Directors is three years (subject to any requirement regarding annual rotation of Board members) and appointed Directors up to three years.

Trustees are appointed annually at the Annual General Meeting where the board of directors can appoint a trustee. Casual vacancies are filled by the Board and ratified at the next Annual General Meeting. New Directors are provided with information packs about the organisation and their responsibilities and induction training is arranged.

Directors are responsible for developing the organisations policy and work; managing the organisation including its money and people; and serving the best interests of the organisation at all times.

DW aligns remuneration to local government NJC Scales and uses this to set pay, within the parameters of available funding. As an additional benchmark it reviews salaries offered for similar roles and levels of responsibility in other third sector organisations to help assess appropriate remuneration.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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#### Reference and administrative details

<b>Company number</b>	1998621
<b>Charity number</b>	517391
<b>Registered office</b>	Disability Wales/ Anabledd Cymru Spark Maindy Road Cardiff CF24 4HQ
<b>Auditors</b>	Azets Audit Services Ty Derw Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB
<b>Bankers</b>	NatWest 19 Cardiff Road Caerphilly CF83 1WF
<b>Solicitors</b>	Hugh James Two Central Square Cardiff CF10 1FS
<b>Trustees</b>	Anne Champ Caroline Holloway James Kelvin Jones Trevor Palmer Zanet Papadamaki - resigned 11/12/2024 Angharad Price Deborah Shaffer Cunqiang Shi - resigned 11/12/2024 Tracey Blockwell Dr Aimee Grant Gemma Beer - appointed 11/12/2024 Joseph Powell - appointed 11/12/2024 Janet Thomas - appointed 11/12/2024
<b>Company Secretary</b>	Rhian Davies
<b>Key management personnel</b>	Rhian Davies - Chief Executive Miranda Evans - Business and Partnerships Manager Gillian Styles- Finance and Compliance Manager

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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The trustees' report was approved by the Board of Trustees.

Signed by:

*Caroline E Holloway*

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**C E Holloway - Chair**

Trustee                    11/2/2025

Dated: .....

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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I report to the trustees on my examination of the financial statements of Disability Wales/Anabledd Cymru (the charity) for the year ended 31 March 2025.

#### Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

**Andrew Howells**  
Azets Audit Services



Ty Derw  
Lime Tree Court  
Cardiff Gate Business Park  
Cardiff  
South Glamorgan  
CF23 8AB  
United Kingdom

Dated: 3 November 2025

## DISABILITY WALES/ANABLEDD CYMRU

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>Income from:</b>							
Donations and legacies	3	227,416	62,574	289,990	150,945	-	150,945
Charitable activities	4	6,068	-	6,068	37,700	72,020	109,720
Investments	5	6,150	-	6,150	6,709	-	6,709
<b>Total income</b>		<b>239,634</b>	<b>62,574</b>	<b>302,208</b>	<b>195,354</b>	<b>72,020</b>	<b>267,374</b>
<b>Expenditure on:</b>							
Charitable activities	6	287,006	49,858	336,864	290,486	157,951	448,437
<b>Net (outgoing)/incoming resources before transfers</b>		<b>(47,372)</b>	<b>12,716</b>	<b>(34,656)</b>	<b>(95,132)</b>	<b>(85,931)</b>	<b>(181,063)</b>
Gross transfers between funds		(344)	344	-	(1,153)	1,153	-
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		<b>(47,716)</b>	<b>13,060</b>	<b>(34,656)</b>	<b>(96,285)</b>	<b>(84,778)</b>	<b>(181,063)</b>
Fund balances at 1 April 2024		365,620	25,425	391,045	461,905	110,203	572,108
<b>Fund balances at 31 March 2025</b>		<b>317,904</b>	<b>38,485</b>	<b>356,389</b>	<b>365,620</b>	<b>25,425</b>	<b>391,045</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# DISABILITY WALES/ANABLEDD CYMRU

## BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
<b>Current assets</b>					
Debtors	10	1,769		28,685	
Cash at bank and in hand		371,154		383,097	
		<u>372,923</u>		<u>411,782</u>	
<b>Creditors: amounts falling due within one year</b>	11	(16,534)		(20,737)	
Net current assets			<u>356,389</u>		<u>391,045</u>
<b>Income funds</b>					
Restricted funds	12		38,485		25,425
<u>Unrestricted funds</u>					
Designated funds	13	211,000		211,000	
General unrestricted funds		<u>106,904</u>		<u>154,620</u>	
			<u>317,904</u>		<u>365,620</u>
			<u>356,389</u>		<u>391,045</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

11/2/2025

The financial statements were approved by the Trustees on .....

Signed by:  
  
 .....2C39A8E1B4D24FB.....

**CE Holloway - Chair of Trustees**

**Company Registration No. 1998621**

# DISABILITY WALES/ANABLEDD CYMRU

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
<b>Cash flows from operating activities</b>					
Cash absorbed by operations	18		(18,093)		(232,171)
<b>Investing activities</b>					
Investment income received		6,150		6,709	
<b>Net cash generated from investing activities</b>			6,150		6,709
<b>Net cash used in financing activities</b>			-		-
<b>Net decrease in cash and cash equivalents</b>			(11,943)		(225,462)
Cash and cash equivalents at beginning of year			383,097		608,559
<b>Cash and cash equivalents at end of year</b>			371,154		383,097

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2025

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#### 1 Accounting policies

##### Charity information

Disability Wales/Anabledd Cymru is a private company limited by guarantee incorporated in England and Wales. The registered office is Maindy Road, Cardiff, CF24 4HQ.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

The charity is heavily reliant on funding from Welsh Government, should this source of income cease it would have significant implications for the scale and operations of the charity. The trustees have prepared the financial statements on the going concern basis on the basis that grants from Welsh Government will continue to be forthcoming in the future. The charity's core grant from Welsh Government is secured until 31 March 2026.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are funds earmarked for particular purposes by the conditions of the grant awarding body, the donor's wish or the nature of the grant. Where restricted funds received remain partly unspent, they are carried forward to the following period.

#### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Income from 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.

Contract income is recognised in the period to which the service is provided with any amounts received in advance being deferred.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 1 Accounting policies

(Continued)

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Training and development income is invoiced and included in the Statement of Financial Activities in the period in which the service is provided.

Interest income is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

#### 1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs.

Governance costs which are included in support costs include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the charity. The grants are recognised where the trustees have agreed to pay the grant and the recipient has a reasonable expectation that they will receive a grant, provided they comply with the terms of the agreement. Grants offered subject to terms and conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

The charity is not VAT registered and as such expenditure is recognised at its gross value.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

#### 1.6 Tangible fixed assets

It is the charity's accounting policy to not capitalise items with an individual value of £2,000 or less.

#### 1.7 Cash and cash equivalents

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.

#### 1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

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#### 1 Accounting policies

(Continued)

##### ***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### ***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

##### ***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### ***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.9 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

#### 3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2025 £	2025 £	2025 £	2024 £
Donations and subscriptions	47,416	-	47,416	945
Grants receivable	180,000	62,574	242,574	150,000
	<u>227,416</u>	<u>62,574</u>	<u>289,990</u>	<u>150,945</u>
<b>Grants receivable for core activities</b>				
Welsh Government	150,000	45,000	195,000	150,000
WCVA grant	-	4,221	4,221	-
Women's Equality Network Wales	-	13,353	13,353	-
Moondance	30,000	-	30,000	-
	<u>180,000</u>	<u>62,574</u>	<u>242,574</u>	<u>150,000</u>

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 4 Charitable activities

	2025 £	2024 £
Development, training and other income	6,068	79,050
Grants	-	30,670
	<u>6,068</u>	<u>109,720</u>
Analysis by fund		
Unrestricted funds	6,068	37,700
Restricted funds	-	72,020
	<u>6,068</u>	<u>109,720</u>
<b>Grants and other income</b>		
Equal Power Equal Voice	-	30,670
Other	-	1,350
Access to Work Scheme	-	8,843
	<u>-</u>	<u>30,670</u>

### 5 Investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	6,150	6,709
	<u>6,150</u>	<u>6,709</u>

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

6 Charitable activities	Information/ publications		Development & training		Policy & consultation		Total 2025		Information/ publications		Development & training		Policy & consultation		Total 2024	
	2025	£	2025	£	2025	£	2025	£	2024	£	2024	£	2024	£	2024	£
Staff costs	89,638		89,638		89,638		268,914		108,082		108,082		108,082		324,246	
Advertising	433		433		433		1,299		249		249		249		747	
Communication and transcriptions	1,197		1,197		1,197		3,591		5,182		5,182		5,182		15,546	
Office	246		246		-		492		945		945		945		2,835	
Project expenses	2,439		2,439		2,685		7,563		2,721		2,721		2,721		8,163	
Subscriptions	1,601		1,601		1,601		4,803		1,385		1,385		1,385		4,155	
Sundry	-		-		-		-		223		223		224		670	
Telephone	1,458		1,457		1,457		4,372		1,712		1,712		1,712		5,136	
Travel and subsistence	512		512		512		1,536		6,394		6,394		6,394		19,182	
Website and design rebrand	672		672		672		2,016		652		652		652		1,956	
	98,196		98,195		98,195		294,586		127,545		127,545		127,546		382,636	
Share of support costs (see note 7)	6,920		6,920		6,919		20,759		10,316		10,317		10,317		30,950	
Share of governance costs (see note 7)	7,173		7,173		7,173		21,519		11,617		11,617		11,617		34,851	
	112,289		112,288		112,287		336,864		149,478		149,479		149,480		448,437	

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Support costs	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Bank charges	371	-	371	925	-	925
IT costs	5,564	-	5,564	6,819	-	6,819
Premises & Insurance	14,824	-	14,824	22,320	-	22,320
Other support costs	-	-	-	886	-	886
Independent examiners fees	-	4,980	4,980	-	4,740	4,740
Cost of trustees' meetings	-	-	-	-	2,224	2,224
AGM and professional fees	-	16,539	16,539	-	27,887	27,887
	<u>20,759</u>	<u>21,519</u>	<u>42,278</u>	<u>30,950</u>	<u>34,851</u>	<u>65,801</u>
Analysed between Charitable activities	<u>20,759</u>	<u>21,519</u>	<u>42,278</u>	<u>30,950</u>	<u>34,851</u>	<u>65,801</u>

Governance costs includes payments to the independent examiners of £4,980 (2024: £4,740).

### 8 Trustees

None of the trustees (or any persons connected with them) received any remuneration from the charity during the current or prior year.

Included in the cost of trustees' meetings is an amount of £16 (2024: £1,495) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 1 trustees (2024: 5) were paid expenses in the year, in relation to travel, subsistence and accommodation.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 9 Employees

#### Number of employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Service delivery	5	7
Administration	2	2
	7	9
	7	9

#### Employment costs

	2025 £	2024 £
Wages and salaries	237,111	290,136
Social security costs	17,925	18,581
Other pension costs	13,878	15,529
	268,914	324,246
	268,914	324,246

#### Key management personnel

The key management personnel as detailed in the trustees report received benefits (including gross salary, employers national insurance and employers pension contributions) totalling £163,200 (2024 - £164,379).

The number of employees whose annual remuneration was £60,000 or more were:

	2025 Number	2024 Number
£60,001 to £70,000	1	1
	1	1
	1	1

### 10 Debtors

	2025 £	2024 £
<b>Amounts falling due within one year:</b>		
Trade debtors	-	25,150
Prepayments and accrued income	1,769	3,535
	1,769	28,685
	1,769	28,685

**DISABILITY WALES/ANABLEDD CYMRU****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)*****FOR THE YEAR ENDED 31 MARCH 2025***

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**11 Creditors: amounts falling due within one year**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Other taxation and social security	5,435	6,786
Trade creditors	5,550	3,392
Other creditors	-	1,983
Accruals	5,549	8,576
	<hr/>	<hr/>
	16,534	20,737
	<hr/> <hr/>	<hr/> <hr/>

**DISABILITY WALES/ANABLEDD CYMRU**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2025**

12 Restricted funds	Balance at 1 April 2023 £	Movement in funds		Balance at 1 April 2024 £	Movement in funds		Transfers £	Balance at 31 March 2025 £
		Incoming resources £	Resources expended £		Incoming resources £	Resources expended £		
In Control - Holding Account	3,217	-	-	3,217	-	-	-	3,217
WCVA Wales Volunteering Grant	1,972	-	-	1,972	-	-	-	1,972
NLCF - Equal Power Voice	286	30,670	(35,337)	(4,381)	13,353	(9,316)	344	-
New Curriculum for Wales - UNCRDP Resources	50,746	-	(50,746)	-	-	-	-	-
DPO Grants	1,263	-	-	1,263	-	-	-	1,263
Welsh Government EU Transition Fund	15,354	-	(15,239)	115	-	-	-	115
Endeavour Project	15,170	-	-	15,170	-	-	-	15,170
Voter Registration Grant	1,703	-	-	1,703	-	-	-	1,703
Other	-	1,350	(304)	1,046	4,221	(5,192)	-	75
WCVA Third Sector Resilience Fund	21,484	-	(16,164)	5,320	-	(35,350)	-	5,320
Access to Work Scheme	(992)	-	-	-	45,000	-	-	9,650
National Trust	-	40,000	(40,161)	-	-	-	-	-
	110,203	72,020	(157,951)	25,425	62,574	(49,858)	(344)	38,485

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

12 Restricted funds (Continued)

**In Control – Holding Account - Wales Alliance – Citizen Directed Support re Personalisation Agenda in Wales.**

**WCVA Wales Volunteering Grant - Equip project supporting work placements for disabled students.**

**NLCF - Equal Power Voice programme to increase diversity of representation in public and political life in Wales.**

**New Curriculum for Wales - UNCRDP Resources - project to create materials to promote the United Nations Convention on the Rights of Disabled People (UNCRDP).**

**DPO Grants - funding used to provide Disabled People’s Organisations with grants to help with the loneliness/isolation and/or advocacy that disabled people faced during covid.**

**Welsh Government EU Transition Fund - Capacity enhancing Brexit support programme for disabled people’s organisations (DPO’s) and their stakeholders throughout Wales.**

**Endeavour Project - Endeavour aims to inspire and support entrepreneurial ambition among disabled people in Wales.**

**Voter Registration Grant - campaign to encourage disabled people to register to vote.**

**Other - Catalyst Cymru: Broadening Horizons project funded by the National Lottery Heritage Fund Wales (NLHF Wales).**

**WCVA Third Sector Resilience Fund - Grant award to enhance our potential for income generation by developing a strategy to scale up capacity to deliver training and consultancy services.**

**Access to Work Scheme - Funding from DWP to provide access requirements for members of staff.**

**National Trust - Funding for a report on accessibility.**

**Transfers:** transfers from restricted reserves to unrestricted reserves relate to projects that have ended and the charity has been given permission by the funder to release any remaining funds. Transfers from unrestricted reserves to restricted reserves relate to project overspends that have been agreed to be covered by unrestricted funds by the board of trustees.

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2025

#### 13 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2023	Transfers	Movement in funds		Balance at 31 March 2025
			Balance at 1 April 2024	Incoming resources	
	£	£	£	£	£
Bursary scheme	32	968	1,000	-	1,000
Campaigns	9,650	(9,650)	-	-	-
Legacies	156,949	(156,949)	-	-	-
Redundancy	58,499	(58,499)	-	-	-
Sustainable Base	-	140,000	140,000	-	140,000
Re-organisation	-	70,000	70,000	-	70,000
	<u>225,130</u>	<u>(14,130)</u>	<u>211,000</u>	<u>-</u>	<u>211,000</u>

**Bursary scheme** - is designated for full members or disabled individual members to access to attend DW events, expenditure is released each year when incurred in relation to this fund.

**Campaigns** - is designated for future campaign costs, expenditure will be incurred in future periods.

**Legacies / Sustainable Base** - a legacy was received by the charity in a previous financial year. This has been designated for future project use. This has now been designated as contingency funding as Disability Wales develops it's new funding and operational strategy.

**Redundancy / Re-organisation** - this is designated for future costs that may be incurred should Disability Wales re-organise. Expenditure is released when incurred in relation to this fund.

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

14 Analysis of net assets between funds	Unrestricted funds	Designated funds	Restricted funds	Total	Unrestricted funds	Designated funds	Restricted funds	Total
	2025	2025	2025	2025	2024	2024	2024	2024
	£	£	£	£	£	£	£	£
Fund balances at 31 March 2025 are represented								
by:								
Current assets/(liabilities)	106,904	211,000	38,485	356,389	154,620	211,000	25,425	391,045
	106,904	211,000	38,485	356,389	154,620	211,000	25,425	391,045

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 15 Status of the company

The charity is a company limited by guarantee and not having share capital, exempt from the requirement to use the word "limited" and registered as a charity. The liability of the members is limited to £1 each.

#### 16 Related party transactions

The charity was under the control of the trustees throughout the current and previous year.

The Chief Executive Rhian Davies is a trustee of Wales Council for Voluntary Action (WCVA). The charity received income from WCVA totalling £4,221 during the year (2024: £2,225). The charity were invoiced £nil (2024: £62) by WCVA during the year. There were no amounts outstanding at the current or prior year end.

Rhian Davies was also the Vice Chair of Women's Equality Network until December 2023. The charity received income from the organisation totalling £13,353 during the year (2024: £31,240). Amounts outstanding at the year end totalled £nil (2024: £nil).

Trevor Palmer is also a trustee Responsible Assistance. The charity received income from Responsible Assistance totalling £88 during the year (2024: £160). Amounts outstanding at the year end totalled £nil (2024: £nil).

#### 17 Pension costs

The pension scheme is run by Royal London. The total cost to the charity for employers' contributions to the scheme during the year was £13,878 (2024: £15,529).

Contributions due at the year end are £nil (2024: £nil).

18 Cash generated from operations	2025 £	2024 £
Deficit for the year	(34,656)	(181,063)
Adjustments for:		
Investment income recognised in statement of financial activities	(6,150)	(6,709)
Movements in working capital:		
Decrease in debtors	26,916	5,835
(Decrease) in creditors	(4,203)	(10,234)
(Decrease) in deferred income	-	(40,000)
<b>Cash absorbed by operations</b>	<b>(18,093)</b>	<b>(232,171)</b>

#### 19 Analysis of changes in net funds

The charity had no debt during the year.

**DISABILITY WALES / ANABLEDD CYMRU**

England & Wales - Charity number 517391

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# Accounts

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**Charity registration number 517391**

**Company registration number 1998621 (England and Wales)**

**DISABILITY WALES/ANABLEDD CYMRU**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

# DISABILITY WALES/ANABLEDD CYMRU

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# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

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### Chair's Report

During the last year we have been critical in raising the perspective of disabled people by highlighting the effects of the cost of living crisis through our report *Barely Surviving - the impact of the Cost of Living Crisis* and by our work alongside Disability Rights UK, Inclusion Scotland and Disability Action Northern Ireland contributing as Core Participants in Module 2B of the Covid Enquiry – giving us the platform to highlight the devastating impact of the response to the Covid pandemic on the lives of disabled people.

DW and its members played an active role in the Disability Rights Taskforce and its Working Groups, contributing to the development of recommendations on a wide range of issues including Health and Well-being, Accessible and Affordable Housing and Access to Justice, aimed at informing and influencing future policy.

We continued to promote the Social Model of Disability – both through direct provision of training to Welsh Government and to organisations, including those in the third and educational sectors and through media coverage. We responded to topical issues as they arose through the year from transport to access to health services. Our annual conference focussed on the representation of disabled people in the media and was again delivered successfully on a hybrid basis.

We also held a summit to bring together some of our member DPOs, with an emphasis on those based in North Wales, with CVCs and potential funders to discuss the challenges facing our sector. This successful event will provide valuable input to our strategic planning discussions, which will be taking place over the coming months.

With thanks to my fellow Directors for their commitment and valuable contribution to the Board as well as to our wonderful staff team for their passion and dedication to progressing the rights and equality of disabled people. All our people, both paid and unpaid, demonstrate an enormous level of personal and professional commitment to keeping a wide range of issues in the public eye. Our report highlights how a very small team of people delivers a huge volume of high quality work that underpins our significant success.

Willow  
CE Holloway  
Chair

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

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### Chief Executive's Report

During another challenging year for disabled people where the cost-of-living crisis added to the long-term impact of austerity, and the pandemic in exacerbating poverty and inequality, DW continued to pursue our aim of **influencing policy and decision makers at all levels on behalf of members**. These included utilising some high-profile opportunities to call policy makers to account such as the review of UK Government implementation of the Convention of the Rights of Disabled People at the UN in Geneva, as well as at the Covid-19 Inquiry Hearings in Cardiff. Moreover, our influential report into the impact of the cost-of-living crisis *Barely Surviving*, which drew on members experiences, was presented to Welsh Government ministers and Senedd Members at meetings and briefing events and helped inform policy and budgetary discussions.

Despite the challenging context, we continued to actively contribute towards DW's aim to **develop and support the work of Disabled People's Organisations (DPOs)**. This included provision of vital information to support members during the cost-of-living crisis via new website pages, social media activity and our monthly e-news. We brought members together with media organisations through successful delivery of our popular hybrid annual conference *Challenging Stereotypes, Changing Society: Disabled People and the Media*. Furthermore, we arranged our first in-person event in North Wales since the pandemic – the DPO North Wales Summit. It provided a memorable opportunity to showcase the valuable work of local DPOs to funding bodies and discuss their needs for capacity building.

Our strategic objective of **designing and delivering training and development programmes for members** was met through a series of 5 online events on the Social Model of Disability, which reached 213 participants. Moreover, the final year of the *Equal Power Equal Voice* Mentoring Programme, run in partnership with Women's Equality Network Wales, EYST and Stonewall Cymru, recruited a record 38 disabled people to participate in a transformative programme of events, visits and mentoring opportunities aimed at achieving greater diversity in public life.

Our exciting work with the National Trust, involved training for 52 volunteers from DPOs in providing feedback on access and inclusion at 10 historic properties around Wales from Plas Newydd in Ynys Mon to Dyffryn Gardens in the Vale.

My thanks and appreciation as ever for the support, dedication and hard work of DW's Directors and Staff.

Rhian Davies  
Chief Executive

# **DISABILITY WALES/ANABLEDD CYMRU**

## **CHAIR, CEO AND TREASURER STATEMENT**

### ***FOR THE YEAR ENDED 31 MARCH 2024***

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#### **Treasurer's Report**

The current times are undoubtedly some of the most challenging the third sector have ever faced, with rising costs, shortage of funds available to the sector and highly competitive bidding processes. While DW is not insulated from these pressures, our historical reserves are proving to be an invaluable resource in maintaining our commitment to influencing policy to ensure the rights of disabled people are recognised and upheld.

We are fortunate in having the resources available to reposition our organisation and develop new strategies to continue our work in the face of the rising challenges. We are looking forward to our strategic planning process which will be taking place over the coming months.

As Treasurer I would like to thank fellow trustees, the Chief Executive and Staff Team who have worked to ensure that, as a charity, we operate to the highest standards to deliver our aims and objectives for our members.

Kelvin Jones  
Treasurer

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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 2019).

### Objectives and activities

The purposes of the charity, as set out in its governing document, are to assist the relief of all disabled people in Wales. The main activities undertaken in relation to those purposes are noted throughout the report.

### Vision

Disability Wales/Anabledd Cymru (DW) is the national association of disabled people's organisations in Wales striving to achieve the rights and equality of all disabled people.

### Mission

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy.

### Public benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set. Our achievements towards these aims are set out in this report.

### Strategic Aims and Objectives

**Strategic Aim 1:** To influence policy and decision makers at all levels, through acting as an effective advocate for the views, priorities and interests of our members

Objectives:

- To represent the interests of disabled people in Wales to Welsh Government and other decision makers
- To secure rights, equality and independent living in order to improve the well-being of disabled people

**Strategic Aim 2:** To develop and support the work of organisations managed and controlled by disabled people

Objectives:

- To provide information, advice and support to member organisations
- To design and deliver training and development programmes for member groups

**Strategic Aim 3:** To lead and develop an effective, sustainable organisation and ensure sound and robust governance

Objectives:

- To lead and manage an effective and efficient organisation for the benefit of disabled people
- To ensure sound and robust governance of the organisation
- To innovate, develop and deliver a range of income generating services that benefit disabled people

### DW's Values

- The Social Model of Disability
- Equality, Diversity and Human Rights
- An Inclusive Society
- Self-determination
- Beacon of best practice
- Committed to achieving quality

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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### Outcomes, Achievements and Performance

#### Key Achievements

- Cost-of-Living Survey and Focus Group events leading to publication of *Report launch - Barely Surviving: The Impact of the Cost-of-Living Crisis on Disabled People in Wales - Disability Wales*
- Representation and Consultation on a wide range of policy issues
- Extensive media coverage on radio and television, DW featured/contributed to several high-profile stories
- Promotion of Social Model of Disability including development of a toolkit
- Core Participation in Covid-19 Inquiry Module 2b (Wales)
- Participation in Disability Rights Taskforce
- Partnership role in delivery of Equal Power Equal Voice Mentoring Programme
- Annual Conference and a DPO Summit
- Representation at UN Geneva for review of UK Government implementation of UNCRDP

#### Outcomes and Activities

##### ***Cost of Living - Barely Surviving: The Impact of the Cost-of-Living Crisis on Disabled People in Wales***

The cost-of-living crisis has continued to be a key focus for our efforts due to the disproportionate effect on disabled people. During the year we have collated evidence, including from surveys and focus groups involving disabled people, and published a comprehensive report *Barely Surviving: The Impact of the Cost-of-Living Crisis on Disabled People in Wales*. The report highlights the key areas of concern over the rising and disproportionate cost of housing, heating and other household bills along with transport and other costs. The impact on disabled people's lives is made clear including the difficult choices people are having to make to live their daily lives which impact their physical and mental wellbeing, and the struggles they face to find and access the available support. The key recommendations of the report are for UK and Welsh governments to put their Disability Rights Action Plan into effect as soon as possible and to include ideas from the UN Convention on the Rights of Disabled People, in addition to providing financial and training support for Disabled People's Organisations across Wales. This will allow disabled people to work together with government to change the way that benefits work.

*Barely Surviving* has already proved to be having a significant impact, a delivery event at the Senedd led to briefing discussions with three Ministers and six Senedd Members and the findings from the report have been used to inform Senedd Committees.

#### **Consultations and representation**

As part of our work to represent the interests of disabled people in Wales, DW engaged in consultations and representation during the year which included:

#### **Consultation**

- One network, one timetable, one ticket: planning buses as a public service for Wales.
- Disabled Children's Access to Education and Childcare – written and oral evidence was provided informed by engagement with disabled children, parents and school visits via Rights Here Rights Now UNCRDP Curriculum Project.
- Diversity in Local Government – oral evidence informed by data gathered via the Access to Elected Office Fund.
- The Elections and Elected Bodies (Wales) Bill – written and oral evidence informed by data gathered via the Access to Elected Office Fund.
- Workplace Capability Assessments: Activities and Descriptors – Written submission informed by testimony of members.
- Special Inquiry into the Implementation of the United Nations Convention on the Rights of Disabled People - Written submission and oral evidence to the UN Committee on the Rights of Disabled People.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

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#### **Representation:**

- Disability Rights Taskforce: Including Chair of Independent Living: Social Care Working Group
- Secretariat of Cross Party Group on Disability
- National Care Service Expert Advisory Group
- Human Rights Advisory Group - Legislative Options Working Group
- Third Sector Partnership Council
- Disability Equality Forum
- Mainstreaming Equality and a Just Transition to Net Zero Evidence Panel
- National Advice Network Wales
- Fuel Poverty Advisory Group
- Benefits for disabled people working group
- Access to Work Stakeholders Forum
- National Care Service Expert Advisory Group
- Continuing Healthcare and Direct Payments working group
- Independent Users Trust
- Digital Inclusion and Skills Programme Board
- Pavement Parking Taskforce
- Evidence to two Senedd Committees: Education, Children and Young People Committee and Local Government and Housing Committee
- Commonwealth Roundtable on Advancing the Rights of Persons with Disabilities: presentation on Rights Here Rights Now project re UNCRDP in the Curriculum
- Meeting with Deputy Minister for Social Services to discuss concerns re proposals to increase maximum weekly charges

#### **Mainstream Media and Social Media Coverage**

DW has built on its already very positive media profile which includes:

- Staff engaging in radio and tv presentations and interviews in both English and Welsh
- Regular blog posts
- Social media highlights videos
- Twitter stories and comments
- Monthly newsletter
- Regular updates to our website

Particularly successful stories included:

- Coverage of our Core Participation in Covid-19 Inquiry
- #Talk Disability Media coverage on BBC Wales, DW featured/contributed to several high-profile stories including on employment issues and shortage of PAs
- Mainstream Media coverage re lack of accessible housing for young disabled people (BBC Wales Live, Good Morning Wales)
- Over 400 You Tube views of live streamed Annual Conference
- Disability News Service Article about Annual Conference with widespread circulation on social media
- Participation in S4C Programme 'Pawb a'i Farn' debating disability issues
- Interview for ITV Wales re Impact of Christmas on disabled people
- Media coverage re consultation on increasing maximum social care charge

#### **Promotion of Social Model of Disability**

Promotion of the Social Model, increasing understanding and incorporation of its concepts within society is fundamental to the achievement of our strategic aims. We have continued our work through:

- Representation on Social Model Working Group
- Development of DW's Social Model Factsheet and Toolkit
- Disability Equality and Social Model Training provided to third party organisations.
- Social Model Training for Disability Rights Taskforce: continued delivery of training to all members.

#### **Core Participation in Covid-19 Inquiry**

Participation in the Covid-19 Wales Public Hearings (Module 2b) in February 2024 resulted in widespread media coverage.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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Building on the co-produced 2021 report *Locked-Out: Liberating disabled people's lives and rights in Wales beyond Covid-19* DW represented the interests and concerns of Disabled People's Organisations regarding the devastating impact of Covid-19 on disabled people in Wales including:

- Loss of social care support and rights to assessment
- Lack of access to food and other essentials
- Fear and anxiety about blanket application of 'Do not attempt resuscitation' notices
- Restricted access to healthcare and support with long-term conditions

Most shocking of all was the very high deathrate from Covid-19 among disabled people in Wales comprising almost 7 out of 10 deaths, compared to almost 6 out of 10 across the UK.

*Working alongside Disability Rights UK, DW highlighted the "mass death and real suffering" experienced by Disabled people in Wales during the pandemic and said that despite the Welsh Government's awareness of the risks, it failed to properly plan for the crisis resulting in: "lack of access to food and essential resources, collapse of health, care and independent living services, and the suspension of Disabled people's rights."*

Written witness statements were submitted in relation to:

Module 1 Resilience and Preparedness

Module 2 Core UK Decision Making and Preparedness

Module 2 b Wales

Module 3 Impact of Covid-19 on Healthcare Systems in the four nations of the UK

Module 4 Vaccines and Therapeutics

#### **Equal Power Equal Voice Mentoring Programme**

Equal Power Equal Voice (EPEV) is a partnership between Women's Equality Network (WEN) Wales, Stonewall Cymru, Disability Wales, and Ethnic Minorities & Youth Support Team (EYST) Wales.

Launched in 2021, it is a mentoring programme aiming to increase diversity of representation in public and political life in Wales, funded by the National Lottery Community Fund and Welsh Government.

#### **Events**

##### **Annual Conference**

For the second year running DW were able to run a highly successful annual conference and AGM as a hybrid event – the in-person event was held at Glamorgan County Cricket Club and the whole proceedings were streamed on-line allowing access to people from across Wales and beyond. Themed "Challenging Stereotypes, Changing Society: Disabled People and the Media" and with contributions from the Minister for Social Justice and the Deputy Minister for the Arts, Sports and Tourism as well as S4C, BBC, ITV, NUJ and prominent disabled figures, it was a day of interesting presentations and lively debate.

##### **Disabled People's Organisations North Wales Summit**

DW also held a summit in Llandudno, again as a hybrid event, to focus on specific issues facing our DPOs in the northern part of the country. The event was well supported by CVCs and potential funders including Lloyds Foundation and the National Lottery Community Fund.

#### **UNCRDP**

On 18 March 2024 the UK Government provided their oral defence to the United Nations Committee for the Rights of Disabled People, regarding the UK's "grave and systemic" violations of the UNCRDP.

The UK rapporteurs, who sit on the UN Committee for the Rights of Disabled People, accurately represented the systemic barriers and discrimination that Disabled people are facing. They consistently expressed that evidence shows violations of the UNCRDP, including a regression of Disabled people's rights.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

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Despite detailed and thoughtful questions by the rapporteurs and committee members/commissioners, the UK Government's response lacked any substantive answers – mostly repeating what was already outlined in their introductory oral evidence. DW was present at the hearing and summed up their response:

"Disabled people deserve true accountability from their Governments and answers to the burning questions posed yesterday together with robust actions to address the harms inflicted as well as progress our rights."

#### **Training and Consultancy –**

- DW continued to provide training on the Social Model to officials working with the Disability Rights Task Force.
- We carried out a programme of site visits with the National Trust which gave members of DPOs the opportunity to showcase the benefit of lived experience by giving detailed feedback on the accessibility of a wide selection of National Trust sites across Wales.
- DW were also involved in the Catalyst Cymru: Broadening Horizons programme facilitating a range of taster sessions with historical, cultural and environmental organisations in Wales.
- We also continued our provision of training both on-line and in person on disability equality and the social model to a diverse range of educational, third sector and commercial entities.

#### **Financial review**

DW again received an award of £150,000 in relation to the Equality and Inclusion Grant 2023-2024. When our initial budget and programme of activities were agreed by the Board at the start of the financial year it was hoped that funding in relation to additional objectives would be forthcoming from Welsh Government as had happened in previous years. The Board took the decision to invest a portion of DW's free reserves in this programme of activities as the work is vital to achieving our aims and could not be covered within the initial award. Due to financial constraints no additional funding proved to be available from Welsh Government; as a result the Board has devoted time to look at the scenarios and options available to DW to secure its future and enable work to continue to advance our aims.

#### **Expenditure**

A review of expenditure has been carried out and will be updated on an ongoing basis, savings identified and actioned already include: reduced rental payments, use of available audit exemptions to reduce audit and accountancy fees, reversion to on-line meetings rather than face to face, unless specific funding can be secured to run events such as our annual conference, and reduced staffing costs as vacant roles have been consolidated.

The move to online engagement activities has continued to feature firmly in DW's ongoing activities which has continued to save costs associated with meetings and events in a physical space. In December 2023 we left our office base at Brydon House in Caerphilly, and now share office space at Spark in Cardiff. The Spark building is home to a community of university academics and professional services staff, working alongside Spark community members and tenants from the public, private and third sectors, all working to make great ideas a reality and giving opportunities for networking and collaboration.

Working remotely cut costs such as printing, stationery and postage as well as travel and subsistence, however, increased costs for equipment such as laptops and office chairs. A working from home allowance is paid to staff.

#### **Staffing**

Two members of staff left during the year. As certain projects were concluding at the same time, existing staff had capacity to take on additional work and the staff members were not replaced.

#### **Fundraising and Income Generation**

Diversification of funding sources has long been identified as key to a sustainable future for DW. The Board recognises the challenges of raising funds in a competitive environment, and the need to identify opportunities where the available funding aligns closely with our own aims. Relationships are being developed with a range of funders we have not engaged with previously and a funding strategy including new approaches to fundraising, donations, training and consultancy income is being developed.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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In addition, we are continuing to develop and build on our previous experience of partnership working and are pursuing a number of collaborative projects.

#### Reserves policy

Disability Wales needs reserves to:

- Meet contractual liabilities should the organisation ever need to undergo a significant structural reorganisation. This includes redundancy pay, amount due to creditors and commitments under leases.
- Meet unexpected costs such as: staff cover, for example illness, maternity leave, parental leave and legal costs defending the charity's interest.
- Replace resources as they wear out or become obsolete.
- Provide working capital when funding is paid in arrears which would place DW in a position to bid for funding.
- Fund specific projects and activities agreed by the Board and not met by other sources of income.

The Directors have reviewed the Charity's needs for reserves in line with the guidance issued by the Charity Commission. The amount needed to fulfil outstanding contracts or monies that can only be used for the intention stated by the funder have been set aside in a restricted reserve.

The calculation of the required amount of reserves is an integral part of DWs planning, budgeting and forecasting cycle. It takes into account:

- The risks assessments with each stream of income and expenditure being different from that budgeted.
- The planned activity level and future developments.
- The organisation's contractual commitments e.g., staffing, rent, etc.

The charity recorded an overall deficit for the year of £181,063 (2023: surplus £34,229) split between an unrestricted deficit of £96,285 (2023: surplus £13,885) and a restricted deficit of £84,778 (2023: surplus of £20,344). The restricted deficit relates to the expenditure of funds that were recognised as income in the prior year, or that are due to be claimed from funders in the following year.

At the year end the reserves totalled £391,045 (2023: £572,108) which consists of unrestricted reserves of £365,620 (2023: £461,905) and restricted reserves of £25,425 (2023: £110,203). The free reserves (not including designated funds) of the charity totalled £154,620 (2023: £236,775). Unrestricted funds including general and designated funds were £365,620 (2023: £461,905) as the target level set by the trustees includes the designation of the various funds.

As the shortfall in Welsh Government funding became clear the Board took the decision to invest surplus free reserves in continuing the vital work of DW in such key areas as participation in the Covid enquiry and production of the Barely Surviving report.

Given the challenging, competitive funding environment in which DW is currently operating the directors consider that the target level of free reserves should include 3-6 months of core and delivery costs plus a designation for reorganisation, the current reserves exceed this target and the Board are prepared to invest any surplus over the target level in developing a more sustainable, independent funding base for the organisation. Designated funds have also been reviewed and rationalised in order to provide;

Bursary - £1,000 as a bursary to aid individual members to attend events in person.

Sustainable Base - £140,000 as a contingency to continue vital core work, including acting as a base from which to develop new funded projects, until new core funding can be secured.

Reorganisation - £70,000 towards the costs of potential future reorganisation.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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### Risk Management

The Directors carry out an annual review of the principal risks faced by the organisation, a risk register is maintained and procedures put in place where appropriate to mitigate the identified risks. Principal risks are considered at each Board meeting.

The principal risk facing DW is the reduction in funding and the reliance on funding from a single source, the Directors are continuing to invest in efforts to find and develop new sources of income while constantly monitoring costs.

### Plans for future periods

Disability Wales will continue to work with members, key partners, funding partners and Welsh Government in delivering the aims and objectives of the organisation as well as addressing the implications of the pandemic.

DW will meet with relevant agencies/organisations to discuss funding strategies and business development.

- The organisation will continue developing and implementing a diverse funding strategy.
- Priorities will be agreed for how income is generated in the short, medium and long-term with targets set and resources allocated accordingly.
- The organisation will build on its success to date in generating income through project grants and contracts achieved by staff with relevant expertise.
- Continue to explore potential partners for project funding.
- Continue to explore ideas for a project with stakeholders and consider a potential bid to the National Lottery Community Fund and discuss what support may be available.
- Proceed with plans for discussions with members and meeting with other stakeholders to generate more ideas for potential partnerships.
- Set up further meetings with WG Divisions, and to undertake training in competitive tendering.
- A strategic planning process will involve Directors and staff.

### Structure, governance and management

The organisation is a charitable company limited by guarantee and as such is governed by a Memorandum and Articles of Association. The company was incorporated on 11 March 1986 and registered as a charity on 20 March 1986. Each member of the Board has agreed to guarantee the company's debts for the amount of £1 each.

The organisation is governed by a Board of Directors made up of both elected and appointed Directors.

The term of office for elected Directors is three years (subject to any requirement regarding annual rotation of Board members) and appointed Directors up to three years.

Trustees are appointed annually at the Annual General Meeting where the board of directors can appoint a trustee. Casual vacancies are filled by the Board and ratified at the next Annual General Meeting. New Directors are provided with information packs about the organisation and their responsibilities and induction training is arranged.

Directors are responsible for developing the organisations policy and work; managing the organisation including its money and people; and serving the best interests of the organisation at all times.

DW aligns remuneration to local government NJC Scales and uses this to set pay, within the parameters of available funding. As an additional benchmark it reviews salaries offered for similar roles and levels of responsibility in other third sector organisations to help assess appropriate remuneration.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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#### Reference and administrative details

<b>Company number</b>	1998621
<b>Charity number</b>	517391
<b>Registered office</b>	Disability Wales/ Anabledd Cymru Spark Maindy Road Cardiff CF24 4HQ
<b>Auditors</b>	Azets Audit Services Ty Derw Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB
<b>Bankers</b>	NatWest 19 Cardiff Road Caerphilly CF83 1WF
<b>Solicitors</b>	Hugh James Two Central Square Cardiff CF10 1FS
<b>Trustees</b>	Anne Champ Caroline Holloway James Kelvin Jones Trevor Palmer Zanet Papadamaki Angharad Price Deborah Shaffer Cunqiang Shi Tracey Blockwell - appointed 17/10/23 Dr Aimee Grant - appointed 20/09/23
<b>Company Secretary</b>	Rhian Davies
<b>Key management personnel</b>	Rhian Davies - Chief Executive Miranda Evans - Business and Partnerships Manager Gillian Styles- Finance and Compliance Manager

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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The trustees' report was approved by the Board of Trustees.

DocuSigned by:

*Willow Caroline E Holloway*

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**C E Holloway - Chair**

Trustee **18 September 2024**

Dated: .....

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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I report to the trustees on my examination of the financial statements of Disability Wales/Anabledd Cymru (the charity) for the year ended 31 March 2024.

#### Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

**Joanne Taylor FCCA DChA**  
Azets Audit Services



Ty Derw, Lime Tree Court  
Cardiff Gate Business Park  
Cardiff  
CF23 8AB  
United Kingdom

Dated: 19 September 2024

## DISABILITY WALES/ANABLEDD CYMRU

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2024**

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
<b>Income from:</b>							
Donations and legacies	3	150,945	-	150,945	340,040	-	340,040
Charitable activities	4	37,700	72,020	109,720	6,756	219,859	226,615
Investments	5	6,709	-	6,709	2,029	-	2,029
<b>Total income</b>		<u>195,354</u>	<u>72,020</u>	<u>267,374</u>	<u>348,825</u>	<u>219,859</u>	<u>568,684</u>
<b>Expenditure on:</b>							
Charitable activities	6	290,486	157,951	448,437	358,730	175,725	534,455
<b>Net (outgoing)/incoming resources before transfers</b>		(95,132)	(85,931)	(181,063)	(9,905)	44,134	34,229
Gross transfers between funds		(1,153)	1,153	-	23,790	(23,790)	-
<b>Net (expenditure)/income for the year/</b>							
<b>Net movement in funds</b>		(96,285)	(84,778)	(181,063)	13,885	20,344	34,229
Fund balances at 1 April 2023		461,905	110,203	572,108	448,020	89,859	537,879
<b>Fund balances at 31 March 2024</b>		<u>365,620</u>	<u>25,425</u>	<u>391,045</u>	<u>461,905</u>	<u>110,203</u>	<u>572,108</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**DISABILITY WALES/ANABLEDD CYMRU****BALANCE SHEET****AS AT 31 MARCH 2024**

	Notes	2024		2023	
		£	£	£	£
<b>Current assets</b>					
Debtors	11	28,685		34,520	
Cash at bank and in hand		383,097		608,559	
		411,782		643,079	
<b>Creditors: amounts falling due within one year</b>					
	12	(20,737)		(70,971)	
Net current assets			391,045		572,108
<b>Income funds</b>					
Restricted funds	14		25,425		110,203
<u>Unrestricted funds</u>					
Designated funds	15	211,000		225,130	
General unrestricted funds		154,620		236,775	
			365,620		461,905
			391,045		572,108

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on **18 September 2024** .....

DocuSigned by:



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**CE Holloway - Chair of Trustees****Company Registration No. 1998621**

# DISABILITY WALES/ANABLEDD CYMRU

## STATEMENT OF CASH FLOWS

**FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	£	2023 £	£
<b>Cash flows from operating activities</b>					
Cash (absorbed by)/generated from operations	21		(232,171)		164,839
<b>Investing activities</b>					
Investment income received		6,709		2,029	
<b>Net cash generated from investing activities</b>			6,709		2,029
<b>Net cash used in financing activities</b>			-		-
<b>Net (decrease)/increase in cash and cash equivalents</b>			(225,462)		166,868
Cash and cash equivalents at beginning of year			608,559		441,691
<b>Cash and cash equivalents at end of year</b>			383,097		608,559

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2024

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#### 1 Accounting policies

##### Charity information

Disability Wales/Anabledd Cymru is a private company limited by guarantee incorporated in England and Wales. The registered office is Maindy Road, Cardiff, CF24 4HQ.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

The charity is heavily reliant on funding from Welsh Government, should this source of income cease it would have significant implications for the scale and operations of the charity. The trustees have prepared the financial statements on the going concern basis on the basis that grants from Welsh Government will continue to be forthcoming in the future. The charity's core grant from Welsh Government is secured until 31 March 2025.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are funds earmarked for particular purposes by the conditions of the grant awarding body, the donor's wish or the nature of the grant. Where restricted funds received remain partly unspent, they are carried forward to the following period.

#### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Income from 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.

Contract income is recognised in the period to which the service is provided with any amounts received in advance being deferred.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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### 1 Accounting policies (Continued)

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Training and development income is invoiced and included in the Statement of Financial Activities in the period in which the service is provided.

Interest income is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

### 1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs.

Governance costs which are included in support costs include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the charity. The grants are recognised where the trustees have agreed to pay the grant and the recipient has a reasonable expectation that they will receive a grant, provided they comply with the terms of the agreement. Grants offered subject to terms and conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

The charity is not VAT registered and as such expenditure is recognised at its gross value.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

### 1.6 Tangible fixed assets

It is the charity's accounting policy to not capitalise items with an individual value of £2,000 or less.

### 1.7 Cash and cash equivalents

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.

### 1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

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#### 1 Accounting policies

(Continued)

##### ***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### ***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

##### ***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### ***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.9 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	<b>Unrestricted funds</b>	Unrestricted funds
	<b>2024</b>	2023
	£	£
Donations and subscriptions	945	770
Grants receivable	150,000	339,270
	<u>150,945</u>	<u>340,040</u>
<b>Grants receivable for core activities</b>		
Welsh Government	150,000	339,270
	<u>150,000</u>	<u>339,270</u>

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

#### 4 Charitable activities

	2024 £	2023 £
Development, training and other income	79,050	23,498
Grants	30,670	203,117
	<u>109,720</u>	<u>226,615</u>
Analysis by fund		
Unrestricted funds	37,700	6,756
Restricted funds	72,020	219,859
	<u>109,720</u>	<u>226,615</u>
<b>Grants and other income</b>		
WCVA	-	51,543
Welsh Government DPO Fund	-	1,535
Welsh Government Voter Registration	-	1,703
Welsh Government Access to Elected Office Fund	-	29,525
Welsh Government Social Model	-	6,520
UNCRDP Resources	-	89,086
Equal Power Equal Voice	30,670	29,754
Other	-	1,350
Access to Work Scheme	-	8,843
	<u>30,670</u>	<u>203,117</u>

#### 5 Investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	6,709	2,029
	<u>6,709</u>	<u>2,029</u>

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

6 Charitable activities	Information/ publications		Development & training		Policy & consultation		Total 2024		Information/ publications		Development & training		Policy & consultation		Total 2023	
	2024	£	2024	£	2024	£	2024	£	2023	£	2023	£	2023	£	2023	£
Staff costs	108,082		108,082		108,082		324,246		117,532		117,532		117,532		352,596	
Advertising	249		249		249		747		-		-		-		-	
Communication and transcriptions	5,182		5,182		5,182		15,546		9,445		9,445		9,445		28,335	
Office	945		945		945		2,835		1,410		1,410		1,410		4,230	
Project expenses	2,721		2,721		2,721		8,163		-		-		21,333		21,333	
Subscriptions	1,385		1,385		1,385		4,155		996		996		996		2,988	
Sundry	223		223		224		670		1,234		1,234		1,234		3,702	
Telephone	1,712		1,712		1,712		5,136		1,524		1,524		1,524		4,572	
Travel and subsistence	6,394		6,394		6,394		19,182		5,952		5,952		5,952		17,856	
Website and design rebrand	652		652		652		1,956		612		612		612		1,836	
	127,545		127,545		127,546		382,636		138,705		138,705		160,038		437,448	
Grant funding of activities (see note 7)	-		-		-		-		91		91		91		273	
Share of support costs (see note 8)	10,316		10,317		10,317		30,950		22,948		22,947		22,947		68,842	
Share of governance costs (see note 8)	11,617		11,617		11,617		34,851		9,298		9,297		9,297		27,892	
	149,478		149,479		149,480		448,437		171,042		171,040		192,373		534,455	

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

<b>7</b>	<b>Grants payable</b>		<b>Information/ publications 2024</b>	<b>Development &amp; training 2024</b>	<b>Total 2024</b>	<b>Information/publications 2023</b>	<b>Development &amp; training 2023</b>	<b>Total 2023</b>
		£	£	£	£	£	£	£
	Grants to institutions: Disability Arts Cymru	-	-	-	-	91	91	273
		=====	=====	=====	=====	=====	=====	=====

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

#### 8 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Bank charges	925	-	925	517	-	517
Cleaning	-	-	-	2,727	-	2,727
IT costs	6,819	-	6,819	10,332	-	10,332
Light and heat	-	-	-	3,145	-	3,145
Premises & Insurance	22,320	-	22,320	46,617	-	46,617
Other support costs	886	-	886	5,504	-	5,504
Audit fees	-	-	-	-	7,010	7,010
Accountancy	-	-	-	-	2,196	2,196
Independent examiners fees	-	4,740	4,740	-	-	-
Cost of trustees' meetings	-	2,224	2,224	-	1,360	1,360
AGM and professional fees	-	27,887	27,887	-	17,326	17,326
	<u>30,950</u>	<u>34,851</u>	<u>65,801</u>	<u>68,842</u>	<u>27,892</u>	<u>96,734</u>
Analysed between						
Charitable activities	<u>30,950</u>	<u>34,851</u>	<u>65,801</u>	<u>68,842</u>	<u>27,892</u>	<u>96,734</u>

Governance costs includes payments to the independent examiners of £4,740 (2023: £7,010 to the auditors) and £nil for accountancy and other services (2023: £2,196).

#### 9 Trustees

None of the trustees (or any persons connected with them) received any remuneration from the charity during the current or prior year.

Included in the cost of trustees' meetings is an amount of £1,495 (2023: £1,232) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 5 trustees (2023: 4) were paid expenses in the year, in relation to travel, subsistence and accommodation.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

### 10 Employees

#### Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Service delivery	7	9
Administration	2	2
	<u>9</u>	<u>11</u>

#### Employment costs

	2024 £	2023 £
Wages and salaries	290,136	307,027
Social security costs	18,581	30,001
Other pension costs	15,529	15,568
	<u>324,246</u>	<u>352,596</u>

#### Key management personnel

The key management personnel as detailed in the trustees report received benefits (including gross salary, employers national insurance and employers pension contributions) totalling £164,379 (2023 - £152,621).

The number of employees whose annual remuneration was £60,000 or more were:

	2024 Number	2023 Number
£60,001 to £70,000	1	-
	<u>1</u>	<u>-</u>

### 11 Debtors

	2024 £	2023 £
<b>Amounts falling due within one year:</b>		
Trade debtors	25,150	22,945
Prepayments and accrued income	3,535	11,575
	<u>28,685</u>	<u>34,520</u>

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

#### 12 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		6,786	7,245
Deferred income	13	-	40,000
Trade creditors		3,392	2,104
Other creditors		1,983	366
Accruals		8,576	21,256
		<u>20,737</u>	<u>70,971</u>

#### 13 Deferred income

	2024 £	2023 £
Other deferred income	-	40,000
	<u>-</u>	<u>40,000</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Balance brought forward	40,000	-
Income received	-	40,000
Income released	(40,000)	-
	<u>-</u>	<u>40,000</u>
Balance carried forward	<u>-</u>	<u>40,000</u>

The deferred income above relates to a contract for services with the National Trust which was invoiced by the charity in the prior year, pre year end for which the services were provided post year end.

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

14 Restricted funds	Balance at 1 April 2022 £	Movement in funds			Balance at 1 April 2023 £	Movement in funds			Transfers £	Balance at 31 March 2024 £
		Incoming resources £	Resources expended £	Transfers £		Incoming resources £	Resources expended £	Transfers £		
Big Lottery Fund Innovation Grant	1,497	-	-	(1,497)	-	-	-	-	-	-
Fawcett Society	2,881	-	-	(2,881)	-	-	-	-	-	-
Big Lottery Fund: DRILL	8,149	-	-	(8,149)	-	-	-	-	-	-
DRILL Capacity Building	9,675	-	-	(9,675)	-	-	-	-	-	-
In Control - Holding Account	3,217	-	-	-	3,217	-	-	-	-	3,217
DRILL Ethics Committee	3,854	-	-	(3,854)	-	-	-	-	-	-
WCVA Wales Volunteering Grant	-	1,972	-	-	1,972	-	-	-	-	1,972
NLCF - Equal Power Voice	-	29,754	(29,468)	-	286	30,670	(35,337)	-	-	(4,381)
New Curriculum for Wales - UNCRDP Resources	27,862	89,086	(66,202)	-	50,746	-	(50,746)	-	-	-
DPO Grants	-	1,535	(272)	-	1,263	-	-	-	-	1,263
Tai Pawb Housing	2,200	-	-	(2,200)	-	-	-	-	-	-
Welsh Government EU Transition Fund	15,354	-	-	-	15,354	-	(15,239)	-	-	115
Endeavour Project	15,170	-	-	-	15,170	-	-	-	-	15,170
Welsh Government Access to Elected Office Fund	-	29,525	(32,858)	3,333	-	-	-	-	-	-
Voter Registration Grant	-	1,703	-	-	1,703	-	-	-	-	1,703
Welsh Government Social Model	-	6,520	(7,653)	1,133	-	-	-	-	-	-
Other	-	1,350	(1,350)	-	-	1,350	(304)	-	-	1,046
WCVA Third Sector Resilience Fund	-	49,571	(28,087)	-	21,484	-	(16,164)	-	-	5,320
Access to Work Scheme	-	8,843	(9,835)	-	(992)	-	-	992	-	-
National Trust	-	-	-	-	-	40,000	(40,161)	-	161	-
	89,859	219,859	(175,725)	(23,790)	110,203	72,020	(157,951)	(1,153)		25,425

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

14	Restricted funds	<p><b>Big Lottery Fund Innovation Grant: CDCC-</b> was a partnership between Disability Wales and the Wales Co-operative Centre and is funded by the Big Lottery Fund's BIG Innovation Fund.</p> <p><b>Fawcett Society- Embolden:</b> Spirit of Disabled Women is a vision to change negative perceptions of disabled people.</p> <p><b>Big Lottery Fund: DRILL –</b> Funded by Lottery and in partnership with Disability Action Northern Ireland, Inclusion Scotland and Disability Rights UK: DRILL stands for Disability Research on Independent Living and Learning.</p> <p><b>DRILL Capacity Building -</b> Events to build capacity and promote dissemination of research and share learning from the DRILL Programme.</p> <p><b>In Control – Holding Account -</b> Wales Alliance – Citizen Directed Support re Personalisation Agenda in Wales.</p> <p><b>DRILL Ethics Committee -</b> Research ethics are guidelines for making decisions.</p> <p><b>WCVA Wales Volunteering Grant -</b> Equip project supporting work placements for disabled students.</p> <p><b>NLCF - Equal Power Voice</b> programme to increase diversity of representation in public and political life in Wales.</p> <p><b>New Curriculum for Wales - UNCRDP Resources -</b> project to create materials to promote the United Nations Convention on the Rights of Disabled People (UNCRDP).</p> <p><b>DPO Grants -</b> funding used to provide Disabled People's Organisations with grants to help with the loneliness/isolation and/or advocacy that disabled people faced during covid.</p> <p><b>Tai Pawb Housing-</b> Accessible social housing project.</p>	(Continued)
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**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

14	Restricted funds	(Continued)	<p><b>Welsh Government EU Transition Fund</b> - Capacity enhancing Brexit support programme for disabled people's organisations (DPO's) and their stakeholders throughout Wales.</p> <p><b>Endeavour Project</b> - Endeavour aims to inspire and support entrepreneurial ambition among disabled people in Wales.</p> <p><b>Welsh Government Access to Elected Office Fund</b> - set up and management of a fund to assist with addressing the barriers faced by disabled people standing as candidates in the Senedd 2021 and Local Government 2022 Elections.</p> <p><b>Voter Registration Grant</b> - campaign to encourage disabled people to register to vote.</p> <p><b>Welsh Government Social Model</b> - delivery of training on the Social Model.</p> <p><b>Other</b> - Catalyst Cymru: Broadening Horizons project funded by the National Lottery Heritage Fund Wales (NLHF Wales).</p> <p><b>WCVA Third Sector Resilience Fund</b> - Grant award to enhance our potential for income generation by developing a strategy to scale up capacity to deliver training and consultancy services.</p> <p><b>Access to Work Scheme</b> - Funding from DWP to provide access requirements for members of staff.</p> <p><b>National Trust</b> - Funding for a report on accessibility.</p> <p><b>Transfers:</b> transfers from restricted reserves to unrestricted reserves relate to projects that have ended and the charity has been given permission by the funder to release any remaining funds. Transfers from unrestricted reserves to restricted reserves relate to project overspends that have been agreed to be covered by unrestricted funds by the board of trustees.</p>
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## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

#### 15 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				
	Balance at 1 April 2022	Incoming resources	Balance at 1 April 2023	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Bursary scheme	32	-	32	968	1,000
Campaigns	9,650	-	9,650	(9,650)	-
Legacies	156,949	-	156,949	(156,949)	-
Redundancy	58,499	-	58,499	(58,499)	-
Sustainable Base	-	-	-	140,000	140,000
Re-organisation	-	-	-	70,000	70,000
	<u>225,130</u>	<u>-</u>	<u>225,130</u>	<u>(14,130)</u>	<u>211,000</u>

**Bursary scheme** - is designated for full members or disabled individual members to access to attend DW events, expenditure is released each year when incurred in relation to this fund.

**Campaigns** - is designated for future campaign costs, expenditure will be incurred in future periods.

**Legacies / Sustainable Base** - a legacy was received by the charity in a previous financial year. This has been designated for future project use. This has now been designated as contingency funding as Disability Wales develops it's new funding and operational strategy.

**Redundancy / Re-organisation** - this is designated for future costs that may be incurred should Disability Wales re-organise. Expenditure is released when incurred in relation to this fund.

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

16 Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Total		Unrestricted funds		Designated funds		Restricted funds		Total	
	2024	£	2024	£	2024	£	2024	£	2023	£	2023	£	2023	£	2023	£
Fund balances at 31 March 2024 are represented by:																
Current assets/(liabilities)	154,620		211,000		25,425		391,045		236,775		225,130		110,203		572,108	
	154,620		211,000		25,425		391,045		236,775		225,130		110,203		572,108	

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

#### 17 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	-	4,419
	<u>          </u>	<u>          </u>

#### 18 Status of the company

The charity is a company limited by guarantee and not having share capital, exempt from the requirement to use the word "limited" and registered as a charity. The liability of the members is limited to £1 each.

#### 19 Related party transactions

The charity was under the control of the trustees throughout the current and previous year.

The Chief Executive Rhian Davies is a trustee of Wales Council for Voluntary Action (WCVA). The charity received income from WCVA totalling £2,225 during the year (2023: £52,243). The charity were invoiced £62 (2023: £4,660) by WCVA during the year. There were no amounts outstanding at the current or prior year end.

Rhian Davies was also the Vice Chair of Women's Equality Network. The charity received income from the organisation totalling £31,240 during the year (2023: £41,617). Amounts outstanding at the year end totalled £nil (2023: £1,552).

Trevor Palmer is a director of GL100 Services Ltd. The charity made payments to GL100 totalling £730 during the year (2023: £nil). Amounts outstanding at the year end totalled £nil (2023: £nil).

Trevor Palmer is also a trustee Responsible Assistance. The charity received income from Responsible Assistance totalling £160 during the year (2023: £nil). Amounts outstanding at the year end totalled £nil (2023: £nil).

#### 20 Pension costs

The pension scheme is run by Royal London. The total cost to the charity for employers' contributions to the scheme during the year was £15,529 (2023: £15,568).

Contributions due at the year end are £nil (2023: £nil).

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

21 Cash generated from operations	2024 £	2023 £
(Deficit)/surplus for the year	(181,063)	34,229
Adjustments for:		
Investment income recognised in statement of financial activities	(6,709)	(2,029)
Movements in working capital:		
Decrease in debtors	5,835	94,848
(Decrease) in creditors	(10,234)	(2,209)
(Decrease)/increase in deferred income	(40,000)	40,000
<b>Cash (absorbed by)/generated from operations</b>	<b>(232,171)</b>	<b>164,839</b>

### 22 Analysis of changes in net funds

The charity had no debt during the year.

**DISABILITY WALES / ANABLEDD CYMRU**

England & Wales - Charity number 517391

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# Accounts

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**Charity registration number 517391**

**Company registration number 1998621 (England and Wales)**

**DISABILITY WALES/ANABLEDD CYMRU  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

# DISABILITY WALES/ANABLEDD CYMRU

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# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

**FOR THE YEAR ENDED 31 MARCH 2023**

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### Chair's Report

It has been another really productive year for Disability Wales. We have continued to represent our members during these challenging times whilst increasing understanding of disabled people's needs. We have continued to work closely with Welsh Government and other public bodies, influencing policy both in Wales and beyond.

Our anniversary dinner and our *Road to Rights* hybrid conference were both events which highlighted the commitment of disabled people's organisations and disabled activists across Wales. Either individually or as groups, our member organisations work tirelessly to promote and protect the rights of disabled people. It was great to get so many of them together in person, and also to have so many people attend virtually. Over the last year we have continued to learn more about hybrid methods to make our events accessible for disabled people across Wales and to ensure that our voices continue to be heard now that many organisations have returned to old ways of working.

It has been a worrying time for many of our members who have seen a big decline in their standard of living. We have collected the experiences of our members around the cost-of-living crisis, cuts to services and the ongoing impact of the pandemic, all of which are having negative impacts on disabled people. The evidence we have gathered has been collated into our latest report *Barely Surviving - the impact of the Cost-of-Living Crisis*. We have also looked at the challenges being faced by disabled people's organisations who often operate with limited funds.

Our training team have been very busy, from training Welsh Government officials on the social model of disability to going into schools to increase understanding of The United Nations Conventions on the Rights of Disabled People

We have been engaged to work with the National Trust during 2023 to make their properties more accessible by undertaking access surveys at some of their Welsh properties alongside our member groups.

The Board would like to say a big thank you to all of our dedicated staff team, not just for all the planned work this year but also for all the work they have done raising our profile across Welsh media, and for all the hard work and planning involved in our move to new premises. We are sad to say goodbye to Emma Cooksey who is moving to pastures new. We all wish her all the best in her new role.

On behalf of myself and other Board members I would like to thank all the disabled people across Wales who have attended our events and focus groups and shared their experiences.

Willow  
CE Holloway  
Chair

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### FOR THE YEAR ENDED 31 MARCH 2023

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#### Chief Executive's Report

Disability Wales' 50th Anniversary provided an opportunity to reflect on all that has been achieved in progressing disability rights and equality across five decades as well as what is yet to be accomplished.

Given the ongoing impact of Covid-19 and the emerging cost-of-living crisis, we kept celebrations modest, holding an anniversary dinner on the eve of our Annual Conference attended by the Minister for Social Justice Jane Hutt MS.

The conference *Road to Rights*, focussed on the pivotal role of disabled activists in campaigning for legislation aimed at tackling the barriers to equal participation. In honour of our 50th Anniversary, the First Minister Mark Drakeford MS gave the keynote address, affirming Welsh Government's commitment to the Social Model of Disability:

"I want to reaffirm today the commitment of the Welsh government... to the social model of disability ... to spreading an understanding of what we mean by the social model and not just an understanding of it but that we make that additional effort to ensure that from understanding comes real action that makes a difference."

The First Minister highlighted the role of the Disability Rights Taskforce, which he established in response to the findings and recommendations in the seminal report *Locked-Out* on the impact of Covid-19 on disabled people in Wales. Through a series of thematic working groups reporting to the Taskforce, a Disability Rights Action Plan will be developed setting out Welsh Governments objectives for tackling the barriers faced by disabled people.

I was privileged to chair the Working Group on Independent Living (Social Care), whilst our Chairperson Willow Holloway, chaired the Independent Living (Health and Wellbeing) group. DW delivered the contract to provide Social Model Training to all Taskforce and Working Group members. The Taskforce is providing a good model for working coproductively and facilitating the leadership of disabled people in influencing policy.

While the Taskforce is future oriented, disabled people's current circumstances are dire due to the cost-of-living crisis. We have taken a dual approach in response: providing information and signposting to sources of support; and gathering evidence to highlight the specific impact on disabled people to influence policy makers.

We introduced a dedicated website [Cost of Living - Disability Wales](#) detailing help available from government schemes as well as statutory and voluntary organisations: We delivered a series of eight online events reaching 133 participants in partnership with organisations such as the Energy Saving Trust, Citizen Advice, Trussel Trust and Victim Support Cymru. These provided a safe space to learn more about rights and entitlements, how to keep warm and well, accessing foodbanks and tackling hate and mate crime, a shocking consequence of economically challenging circumstances.

In order to influence decision makers and change policy on the cost-of-living crisis, we gathered evidence of disabled people's lived experience. As rising energy costs, food prices, rent and mortgage rates took effect, we held focus groups and circulated an online survey which engaged nearly 100 people from across Wales.

The report *Barely Surviving: the impact of the Cost-of-Living Crisis on Disabled People in Wales* proved grim reading. A key finding was that despite disabled people experiencing higher levels of poverty coupled with higher daily living costs related to their impairments and health conditions, there was little targeted support from either Welsh or UK Governments. Moreover, the toll on disabled people's mental health has become a silent epidemic, highlighting a lack of joined up approach among relevant agencies in tackling it.

*Barely Surviving* recommends actions aimed at UK and Welsh Governments and informs our representations at the Taskforce, Cross Party Group on Disability and at the UN via the review of UK Government's progress in implementing the Convention on the Rights of Disabled People.

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### FOR THE YEAR ENDED 31 MARCH 2023

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Loneliness and isolation emerged as a recurring theme in the *Barely Surviving* Report with many reporting making cutbacks in travel expenditure thereby affecting their ability to meet with friends and family. This was also a significant impact for many disabled people during Lockdown. DW together with Disability Rights UK, Disability Action NI and Inclusion Scotland have been awarded core participant status in the *Covid-19 Inquiry*. This enables us to access confidential information provided to the Inquiry from key government witnesses as well as put questions to them during Hearings and make our own statements. The Inquiry provides a vital mechanism to hold both UK and Welsh Governments to account regarding their actions leading to the devastating impact on disabled people in Wales, including the high deathrate.

While our campaigning work highlights the many challenging issues faced by disabled people, our projects have a strong focus on empowerment. The award-winning [Equal Power Equal Voice](#) Mentoring Programme delivered in partnership with WEN Wales, EYST and Stonewall Cymru, has completed its second year with many positive outcomes for the mentees within DW's cohort. These include appointments to board roles, internships in political party's and media appearances championing specific campaigns.

Our project *Rights Here Rights Now* has proved a great joy, raising awareness of the UNCRDP in schools through specifically designed resources for use as part of the new National Curriculum for Wales. We visited 9 schools across Wales, working with 147 teachers and 1,290 children. The sessions were informed by lived experience and inspired schools to develop their own projects. This included undertaking an access survey of their local town centre and submitting a petition to the Senedd calling for better access to shops. Such enthusiasm from our youngest citizens bodes well for a more inclusive society in future.

DW's profile remained high in mainstream as well as social media. We worked closely with BBC Cymru Wales in developing their #TalkDisability campaign, a year long initiative to include more disability related content. This included a feature about disability rights campaigns over the previous 50 years as well as items about barriers to booking concert tickets and the shortage of Personal Assistants in Wales.

DW's website attracted nearly 200K visitors with 1,327 new followers across all our social media accounts. We achieved 565,500 impressions between our Facebook, Twitter and Instagram platforms. Running the annual conference as a hybrid event certainly extended its reach and inclusivity. In addition to the 50 participants in the room, a further 20 joined online, with nearly 400 watching proceedings on our YouTube page. Video clips featuring conference speakers proved very popular, with the First Minister's Social Model commitments achieving over 1,500 views on Twitter.

Our online achievements were acknowledged in the WCVA *Welsh Charity Awards*, being shortlisted for the Digital Pioneers category. WCVA commissioned a video featuring our successful social media campaign encouraging young disabled people to vote, which was shared during Welsh Charities Week.

With the support of a WCVA Third Sector Resilience Grant, we made progress with developing our Training and Consultancy service. This is vital to increasing our income generation activity and reducing reliance on Welsh Government grants, notwithstanding the fact that our engagement with them exceeds the funding awarded. In addition to several contracts delivering Social Model Training, we secured a major contract with the National Trust to undertake access surveys of several properties in Wales in partnership with our members.

Property matters were a key concern for DW. After many years based in Caerphilly, we gave up our lease to fully embrace hybrid working. We now have desks at Sbarc/Spark in Cardiff. Owned by the University, it provides a range of facilities as well as fabulous opportunities for collaboration with academic research teams and other organisations in the third and public sector.

In a busy and challenging year, I must express my heartfelt thanks to the Board and staff at DW for their dedication, commitment and hard work as we continue to strive for the rights and equality of all disabled people in Wales. Here's to the next 50 years!

Rhian Davies  
Chief Executive

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### FOR THE YEAR ENDED 31 MARCH 2023

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#### Treasurer's Report

It gives me great pleasure to provide our members and partners our annual financial reports in a year that has continued to see great changes across our society.

We have continued to apply lessons learnt from working practices that changed from the pandemic, changing the way we work so that we start 2023-24 financial year with no permanent office in Caerphilly and now hot desk and shared facilities within the Spark centre in Cardiff, reducing our organisation's overheads and enabling us to be more flexible in responding to future financial pressures.

In 2022-23 we continued to develop income streams and project management income to support core organisational costs but within an ever-difficult financial landscape.

The increase cost-of-living crisis, which has disproportionately affected disabled people, has led to a number of short-term projects enabling us to effectively campaign for our rights, but this has not enabled us to secure longer term funding.

Our income generation programs have increased with training and consultancy and this is an area we hope to expand over forthcoming years, with particular emphasis on areas such as access and the social model of disability.

We continue to have challenges in core funding but have secured intent to fund part of our core costs from Welsh Government over the next few years. We have a programme of work in hand to develop and diversify our income from a wider range of funding bodies.

The year saw the completion of several programs and the continuation of existing programs, as outlined in more detail in our Trustees' Report.

The application of new ways of working has enabled us to contain our costs and, with the timing of project delivery, enabled us to have operated within our budget projection for the year. This is outlined in more detail in our Financial Review within the Trustees' Report.

With our new financial management team, we have robustly reviewed and strengthened our financial procedures and compliance during the year

Finally, some thank-yous:

As a treasurer I would like to particularly thank fellow trustees, the Chief Executive and Finance Team who have worked through all the numbers and compliance, ensuring that as a charity we operate to the highest standards to deliver our aims and objectives for our members.

Kelvin Jones  
Treasurer

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

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The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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 2019).

### Objectives and activities

The purposes of the charity, as set out in its governing document, are to assist the relief of all disabled people in Wales. The main activities undertaken in relation to those purposes are noted throughout the report.

### Vision

Disability Wales/Anabledd Cymru (DW) is the national association of disabled people's organisations in Wales striving to achieve the rights and equality of all disabled people.

### Mission

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy.

### Public benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set. Our achievements towards these aims are set out in this report.

### Strategic Aims and Objectives

**Strategic Aim 1:** To influence policy and decision makers at all levels, through acting as an effective advocate for the views, priorities and interests of our members

Objectives:

- To represent the interests of disabled people in Wales to Welsh Government and other decision makers
- To secure rights, equality and independent living in order to improve the well-being of disabled people

**Strategic Aim 2:** To develop and support the work of organisations managed and controlled by disabled people

Objectives:

- To provide information, advice and support to member organisations
- To design and deliver training and development programmes for member groups

**Strategic Aim 3:** To lead and develop an effective, sustainable organisation and ensure sound and robust governance

Objectives:

- To lead and manage an effective and efficient organisation for the benefit of disabled people
- To ensure sound and robust governance of the organisation
- To innovate, develop and deliver a range of income generating services that benefit disabled people

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2023

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#### DW's Values

- The Social Model of Disability
- Equality, Diversity and Human Rights
- An Inclusive Society
- Self-determination
- Beacon of best practice
- Committed to achieving quality

#### Outcomes, Achievements and Performance

##### Key Achievements

- 50th anniversary celebration events
- Cost-of-Living Survey and Focus Group events. Uploaded new website page on Cost-of-Living support
- Extensive media coverage on radio and television, DW featured/contributed to several high-profile stories
- Core Participation in Covid-19 Inquiry
- Participation in Disability Rights Taskforce
- Partnership role in delivery of Equal Power Equal Voice Mentoring Programme
- Successful delivery of Rights Here Rights Now UNCRDP Curriculum Project
- Spark membership and move to shared office space.

#### Outcomes and Activities

##### *Celebration of 50th Anniversary*

In October we held our 50th Anniversary Dinner to which we were pleased to welcome Minister for Social Justice Jane Hutt MS as guest speaker. The dinner was an opportunity to bring together leaders in Wales with a vital role to play in the quest towards a more equal and inclusive Wales.

The dinner was held on the eve of our Annual Conference *Road to Rights*. This was our first event in three years and was held on a hybrid basis allowing 50 members to join us in-person and 20 online from across Wales.

The day focused on the theme of *Road to Rights* as we celebrated the invaluable contributions of disability rights activists and campaigners over the past 50 years. Across five decades, Disability Wales has been at the forefront of disability rights activism, representing the views of members to government, coordinating campaigns, and supporting Disabled People's Organisations. Established in 1972 as Wales Council for the Disabled, it was renamed Disability Wales in 1994 to reflect changing attitudes within society and the aspirations of disabled people.

Chaired by broadcaster, journalist, actor and musician, as well as an expert in the field of access and inclusion for disabled people, Mik Scarlet, the day inevitably started in a fun and lively way. The beauty of hybrid working meant that Mik could guide us through the day virtually, introducing discussions such as the *Road to Rights* panel, presentations about disabled people in public life and an address by Wales First Minister, Mark Drakeford MS in which he confirmed the Welsh Government's commitment to the Social Model of Disability.

##### *Mainstream Media and Social Media Coverage*

In addition to coverage of our 50th celebrations DW achieved a very positive and expanding profile in all forms of media including:

- Staff engaging in radio and tv presentations and interviews in both English and Welsh
- Regular blog posts
- Social media highlights videos
- Twitter stories and comments
- Monthly newsletter
- Regular updates to our website

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2023

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#### **Consultations and representation**

As part of our work to represent the interests of disabled people in Wales, DW engaged in consultations and representation during the year which included:

- Environmental Protection (Single Use Plastic Products) (Wales) Bill: provided written evidence regarding inclusion of plastic-free wet wipes submitted. Oral evidence given to the Climate Change, Environment and Infrastructure Committee.
- *One network, one timetable, one ticket*: planning buses as a public service for Wales: a survey was circulated and a written response submitted.
- Bill of Rights Bill: written submission based on previous research given.
- Reforms to Social Care and Continuing Healthcare: interviews held and survey circulated – 16 responses. Written response submitted.

#### Representation:

- Disability Rights Taskforce: Including Chair of Independent Living: Social Care Working Group
- National Care Service Expert Advisory Group
- Human Rights Advisory Group and Legislative Options Working Group
- Third Sector Partnership Council
- Disability Equality Forum
- Direct Payments and Continuing Health Care Stakeholder Group
- Employment of PAs Task and Finish Group
- Service of Commemoration and Thanksgiving for Queen Elizabeth II at Llandaff Cathedral
- National Disability and Policing Conference
- Mate Crime: online session with Victim Support Cymru

#### **Promotion of Social Model of Disability**

- Representation on Social Model Working Group
- Completion of Social Model Factsheet and Toolkit
- Action Plan created and contacts identified, worked to facilitate webinars relating to the social model implementation in Housing, Transport and Health and Social Care.
- Disability Equality and Social Model Training provided to third party organisations.
- Social Model Training for Disability Rights Taskforce: delivery of phase 2 training secured.

#### **Cost of Living**

As part of the work DW has carried out to address the effects of the Cost-of-Living Crisis on disabled people we:

- Uploaded new website page on Cost-of-Living support.
- Presented the evidence to a Tai Pawb event 'Poverty & inequality: tackling disadvantage through housing'.
- Attended Cost of Living Summit and spoke on the issues continuing to be faced by disabled people.
- Provided Secretariat for Cross Party Group on Disability
- Involved in production of an Essential Digital Skills Course: a joint initiative between DW and Digital Communities Wales has led to an online course aimed at building skills and confidence online. This is an essential requirement to be able to research info about benefits and entitlements as well as access price comparison sites to get the best deal on goods and services.

#### **Equal Power Equal Voice Mentoring Programme**

Equal Power Equal Voice (EPEV) is a partnership between Women's Equality Network (WEN) Wales, Stonewall Cymru, Disability Wales, and Ethnic Minorities & Youth Support Team (EYST) Wales.

Launched in 2021, it is a mentoring programme aiming to increase diversity of representation in public and political life in Wales, funded by the National Lottery Community Fund and Welsh Government.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2023

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In the 2022/23 EPEV recruitment period, 124 applications were received for the programme. 48 of these were from disabled people. 38 of the 102 successful applications were disabled and 25 of these are part of DW 22/23 cohort.

#### ***UNCRDP Curriculum – Rights Here, Rights Now***

Funded by Welsh Government, the Rights Here, Rights Now project aimed to equip practitioners and learners with knowledge and information about disabled people's rights in order to promote equality and eliminate discrimination in schools. The project focussed on three local authorities across Wales: Conwy, Powys and Swansea, with a mixture of education settings taking part.

A teacher training pack was provided along with some helpful plans for lessons. We will also be providing free training to education settings over Zoom and in person with our UNCRDP Development Officer, Kat Watkins, visiting a number of schools. The work received positive feedback with practitioners and learners alike coining the training as engaging and funny. It has also proven to make a difference in terms of people's confidence in talking about and addressing disability rights and the Social Model of Disability.

As one example, Kat's visit to Libanus Primary School in Blackwood led to learners having the confidence and knowledge to write to Caerphilly Council about access issues. Here's to the next generation standing up for disability equality!

Tre Uchaf school told us that the discussions which started at the assemblies and workshops we delivered filtered into other lessons with learners developing fantastic ideas about how schools and society as a whole can be more inclusive for disabled people.

#### ***Training and Consultancy - WCVA Third Sector Resilience Fund***

- Engaged Richard Newton Consulting to secure expertise in Business Development and Marketing and Communications.
- Sourcing training and development courses for staff and Board to build capacity in Training Skills and Project Management.
- Exploring needs and development of new Customer Management System.
- Researching renewal of Green Dragon Accreditation.
- Secured contract with National Trust for delivery in 2023/2024 to provide lived experience feedback on access to their historic sites.
- Secured a steady stream of bookings for online and in person training sessions from a range of external stakeholders including those from the education and third sectors.

#### **Financial review**

- Initial uncertainty over extent of funding available particularly from Welsh Government
- Subsequent confirmation of funding and additional successful bids e.g. New Curriculum for Wales - UNCRDP Schools and WCVA Third Sector Resilience Fund gave rise to a successful year.
- Containment of costs and timing of project delivery gave rise to a surplus for the year overall.

#### **Staffing**

An appointment was made to the vacant post of Finance and Compliance Manager.

#### **Changes in delivery costs**

The move to online engagement activities has continued to feature firmly in DWs ongoing activities which has continued to save costs associated with meetings and events in a physical space. In December we left our office base at Brydon House in Caerphilly, and now share office space at Spark in Cardiff. The Spark building is home to a community of university academics and professional services staff, working alongside Spark community members and tenants from the public, private and third sectors, all working to make great ideas a reality and giving opportunities for networking and collaboration.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

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Working remotely cut costs such as printing, stationery and postage as well as travel and subsistence, however, increased costs for equipment such as laptops and office chairs. A working from home allowance is paid to staff.

### **Fundraising and Income Generation**

Since 2016, DW has been a recipient of funding from Welsh Government's Equality and Inclusion Grant Scheme. In Spring 2021, Welsh Government carried out a consultation exercise on the future of the scheme. Pending decisions regarding the outcome of the consultation, current recipients, including DW received an extension of grant to 31st March 2022. This has since been extended to March 2023 with a commitment to fund up to March 2026.

### **Reserves policy**

Disability Wales needs reserves to:

- Meet contractual liabilities should the organisation ever need to undergo a significant structural reorganisation. This includes redundancy pay, amount due to creditors and commitments under leases.
- Meet unexpected costs such as: staff cover, for example illness, maternity leave, parental leave and legal costs defending the charity's interest.
- Replace resources as they wear out or become obsolete.
- Provide working capital when funding is paid in arrears which would place DW in a position where it could bid for funding.
- Fund specific projects and activities agreed by the Board and not met by other sources of income.

The Directors have reviewed the Charity's needs for reserves in line with the guidance issued by the Charity Commission. The amount needed to fulfil outstanding contracts or monies that can only be used for the intention stated by the funder have been set aside in a restricted reserve.

The calculation of the required amount of reserves is an integral part of DW's planning, budgeting and forecasting cycle. It takes into account:

- The risks assessments with each stream of income and expenditure being different from that budgeted.
- The planned activity level and future developments.
- The organisation's contractual commitments e.g., staffing, rent, etc.

The charity recorded an overall surplus for the year of £34,229 (2022: £54,451) split between an unrestricted surplus of £13,885 (2022: £66,306) and a restricted surplus of £20,344 (2022: deficit of £11,855). The reserves totalled £572,108 (2022: £537,879) which consists of unrestricted reserves of £461,905 (2022: £448,020) and restricted reserves of £110,203 (2022: £89,859). The free reserves of the charity totalled £461,905 (2022: £448,020) as the target level set by the trustees includes the designation of the various funds. The reserves currently exceed the target level set by the trustees. However, the trustees feel that due to the uncertainty surrounding funding in the sector, the excess reserves over and above the target level are necessary.

### **Risk Management**

The principal risks faced by the organisation lie in the performance of its:

- Governance
- Operational
- Financial Position
- Environmental or external
- Compliance (law or regulation)

The Directors carry out an annual review of its Risk Management Register to update and review each section in line with the current situation.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2023

#### Principal Potential Risks

##### *Governance*

Potential Risk	Potential Impact	Steps to mitigate risk
Board of Directors lack relevant skills or commitment	<ul style="list-style-type: none"> <li>charity becomes moribund or fails to deliver its purpose</li> <li>decisions are made bypassing the Board of Directors</li> <li>resentment or apathy amongst staff</li> <li>poor decision making reflected in poor value for money on service delivery</li> </ul>	<ul style="list-style-type: none"> <li>review and agree skills required</li> <li>draw up competence framework and job descriptions</li> <li>implement trustee training and induction</li> <li>review and agree recruitment strategy and processes including production of Board Video and redesigning materials</li> <li>Identify training opportunities for Directors</li> </ul>

##### *Operational*

Potential Risk	Potential Impact	Steps to mitigate risk
Service provision, customer satisfaction	<ul style="list-style-type: none"> <li>beneficiary complaints</li> <li>loss of fee income</li> <li>loss of significant contracts or claims under contract</li> <li>negligence claims</li> <li>reputational risks</li> </ul>	<ul style="list-style-type: none"> <li>agree quality control procedures</li> <li>update and implement complaints procedures</li> <li>benchmark services and implement complaints review procedures</li> </ul>

##### *Financial*

Potential Risk	Potential Impact	Steps to mitigate risk
Funding Risk	<ul style="list-style-type: none"> <li>loss of income</li> <li>Inability to deliver objectives</li> <li>Inability to retain staff</li> </ul>	<ul style="list-style-type: none"> <li>Continue to pursue income generating activities/funding action plan</li> <li>Keep updated on potential funding opportunities including Covid-19 related grant schemes</li> <li>Maintain profile/communication with funders</li> <li>Maintain profile with external stakeholders and potential funders</li> <li>Continue to develop partnerships and project proposals</li> </ul>
Cash flow sensitivities	<ul style="list-style-type: none"> <li>Inability to meet commitments</li> <li>lack of liquidity to cover variance in costs</li> <li>impact on operational activities</li> </ul>	<ul style="list-style-type: none"> <li>ensure adequate, prudent cash flow projections</li> <li>identify major sensitivities</li> <li>ensure adequate information flow from managers</li> <li>monitor arrangements and reporting</li> </ul>

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

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### Plans for future periods

Disability Wales will continue to work with members, key partners, funding partners and Welsh Government in delivering the aims and objectives of the organisation as well as addressing the implications of the pandemic.

DW will meet with relevant agencies/organisations to discuss funding strategies and business development.

- The organisation will continue developing and implementing a diverse funding strategy.
- Priorities will be agreed for how income is generated in the short, medium and long-term with targets set and resources allocated accordingly.
- The organisation will build on its success to date in generating income through project grants and contracts achieved by staff with relevant expertise.
- A Strategic Planning Event involving Directors and Staff will take place annually.
- Continue to explore potential partners for project funding.
- Continue to explore ideas for a project with stakeholders and consider a potential bid to the National Lottery Community Fund and discuss what support may be available.
- Proceed with plans for discussions with members and meeting with other stakeholders to generate more ideas for potential partnerships.
- Set up further meetings with WG Divisions, and to undertake training in competitive tendering.
- Build on the work done by the project funded by the WCVA Third Sector Resilience Fund to further develop DW's training and consultancy service.

### Structure, governance and management

The organisation is a charitable company limited by guarantee and as such is governed by a Memorandum and Articles of Association. The company was incorporated on 11 March 1986 and registered as a charity on 20 March 1986. Each member of the Board has agreed to guarantee the company's debts for the amount of £1 each.

The organisation is governed by a Board of Directors made up of both elected and appointed Directors.

The term of office for elected Directors is three years (subject to any requirement regarding annual rotation of Board members) and appointed Directors up to three years.

Trustees are appointed annually at the Annual General Meeting where the board of directors can appoint a trustee. Casual vacancies are filled by the Board and ratified at the next Annual General Meeting. New Directors are provided with information packs about the organisation and their responsibilities and induction training is arranged.

Directors are responsible for developing the organisations policy and work; managing the organisation including its money and people; and serving the best interests of the organisation at all times.

DW aligns remuneration to local government NJC Scales and uses this to set pay, within the parameters of available funding. As an additional benchmark it reviews salaries offered for similar roles and levels of responsibility in other third sector organisations to help assess appropriate remuneration.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

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### Reference and administrative details

<b>Company number</b>	1998621
<b>Charity number</b>	517391
<b>Registered office</b>	Disability Wales/ Anabledd Cymru Spark Maindy Road Cardiff CF24 4HQ
<b>Auditors</b>	Azets Audit Services Ty Derw Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB
<b>Bankers</b>	NatWest 19 Cardiff Road Caerphilly CF83 1WF
<b>Solicitors</b>	Hugh James Two Central Square Cardiff CF10 1FS
<b>Trustees</b>	Anne Champ Caroline Holloway James Jones Trevor Palmer Zanet Papadamaki- appointed 19/10/22 Angharad Price Deborah Shaffer Cunqiang Shi John Gladston - resigned 19/10/22
<b>Company Secretary</b>	Rhian Davies
<b>Key management personnel</b>	Rhian Davies - Chief Executive Miranda Evans - Policy and Public Affairs Manager Gillian Styles- Finance and Compliance Manager

### Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

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The trustees' report was approved by the Board of Trustees.

DocuSigned by:

*Willow Caroline E Holloway*

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**C E Holloway - Chair**

Trustee

Dated: *17-10-2023*

# **DISABILITY WALES/ANABLEDD CYMRU**

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

***FOR THE YEAR ENDED 31 MARCH 2023***

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The trustees, who are also the directors of Disability Wales/Anabledd Cymru for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity 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 charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT AUDITOR'S REPORT

### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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#### Opinion

We have audited the financial statements of Disability Wales/Anabledd Cymru (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- 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 trustees with respect to going concern are described in the relevant sections of this report.

#### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

#### Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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#### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 the trustees 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 charitable company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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#### Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Azets Audit Services*

**Azets Audit Services**

*01-12-2023*  
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**Chartered Accountants  
Statutory Auditor**

Ty Derw, Lime Tree Court  
Cardiff Gate Business Park  
Cardiff  
United Kingdom  
CF23 8AB

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

# DISABILITY WALES/ANABLEDD CYMRU

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
<b>Income from:</b>							
Donations and legacies	3	340,040	-	340,040	280,436	-	280,436
Charitable activities	4	6,756	219,859	226,615	22,445	302,915	325,360
Investments	5	2,029	-	2,029	352	-	352
<b>Total income</b>		<b>348,825</b>	<b>219,859</b>	<b>568,684</b>	<b>303,233</b>	<b>302,915</b>	<b>606,148</b>
<b>Expenditure on:</b>							
Charitable activities	6	358,730	175,725	534,455	229,407	322,290	551,697
<b>Net (outgoing)/incoming resources before transfers</b>		<b>(9,905)</b>	<b>44,134</b>	<b>34,229</b>	<b>73,826</b>	<b>(19,375)</b>	<b>54,451</b>
Gross transfers between funds		23,790	(23,790)	-	(7,520)	7,520	-
<b>Net income for the year/ Net movement in funds</b>		<b>13,885</b>	<b>20,344</b>	<b>34,229</b>	<b>66,306</b>	<b>(11,855)</b>	<b>54,451</b>
Fund balances at 1 April 2022		448,020	89,859	537,879	381,714	101,714	483,428
<b>Fund balances at 31 March 2023</b>		<b>461,905</b>	<b>110,203</b>	<b>572,108</b>	<b>448,020</b>	<b>89,859</b>	<b>537,879</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**DISABILITY WALES/ANABLEDD CYMRU****BALANCE SHEET****AS AT 31 MARCH 2023**

	Notes	2023 £	£	2022 £	£
<b>Current assets</b>					
Debtors	11	34,520		129,368	
Cash at bank and in hand		608,559		441,691	
		<u>643,079</u>		<u>571,059</u>	
<b>Creditors: amounts falling due within one year</b>	12	<u>(70,971)</u>		<u>(33,180)</u>	
Net current assets			<u>572,108</u>		<u>537,879</u>
<b>Income funds</b>					
Restricted funds	14		110,203		89,859
<u>Unrestricted funds</u>					
Designated funds	15	225,130		225,130	
General unrestricted funds		<u>236,775</u>		<u>222,890</u>	
			<u>461,905</u>		<u>448,020</u>
			<u>572,108</u>		<u>537,879</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 145 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 17-10-2023

DocuSigned by:  
  
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**CE Holloway - Chair of Trustees**

**Company Registration No. 1998621**

# DISABILITY WALES/ANABLEDD CYMRU

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

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	Notes	2023 £	£	2022 £	£
<b>Cash flows from operating activities</b>					
Cash generated from/(absorbed by) operations	21		164,839		(77,454)
<b>Investing activities</b>					
Investment income received		2,029		352	
<b>Net cash generated from investing activities</b>			2,029		352
<b>Net cash used in financing activities</b>			-		-
<b>Net increase/(decrease) in cash and cash equivalents</b>			166,868		(77,102)
Cash and cash equivalents at beginning of year			441,691		518,793
<b>Cash and cash equivalents at end of year</b>			<u>608,559</u>		<u>441,691</u>

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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### 1 Accounting policies

#### Charity information

Disability Wales/Anabledd Cymru is a private company limited by guarantee incorporated in England and Wales. The registered office is Brydon House, Caerphilly Business Park, Van Road, Caerphilly, CF83 3ED.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Prior period reclassification

Contained in other debtors in the 2022 financial statements was accrued income totalling £94,337. This has been reclassified to prepayments and accrued income to ensure correct classification within the financial statements. The reclassification has affected note 11 of the financial statements only.

#### 1.3 Going concern

The charity is heavily reliant on funding from Welsh Government, should this source of income cease it would have significant implications for the scale and operations of the charity. The trustees have prepared the financial statements on the going concern basis on the basis that grants from Welsh Government will continue to be forthcoming in the future. The charity's core grant from Welsh Government is secured until 31 March 2025.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.4 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are funds earmarked for particular purposes by the conditions of the grant awarding body, the donor's wish or the nature of the grant. Where restricted funds received remain partly unspent, they are carried forward to the following period.

#### 1.5 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

---

#### 1 Accounting policies

(Continued)

Income from 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.

Contract income is recognised in the period to which the service is provided with any amounts received in advance being deferred.

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Training and development income is invoiced and included in the Statement of Financial Activities in the period in which the service is provided.

Interest income is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

#### 1.6 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs.

Governance costs which are included in support costs include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the charity. The grants are recognised where the trustees have agreed to pay the grant and the recipient has a reasonable expectation that they will receive a grant, provided they comply with the terms of the agreement. Grants offered subject to terms and conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

The charity is not VAT registered and as such expenditure is recognised at its gross value.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

#### 1.7 Tangible fixed assets

It is the charity's accounting policy to not capitalise items with an individual value of £2,000 or less.

#### 1.8 Cash and cash equivalents

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.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

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#### 1 Accounting policies

(Continued)

##### 1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### **Derecognition of financial assets**

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

##### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

##### 1.10 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

##### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 1 Accounting policies

(Continued)

#### 1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Donations and subscriptions	770	1,636
Grants receivable	339,270	278,800
	<u>340,040</u>	<u>280,436</u>
<b>Grants receivable for core activities</b>		
Welsh Government	339,270	278,800
	<u>339,270</u>	<u>278,800</u>

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 4 Charitable activities

	2023 £	2022 £
Development, training and other income	23,498	22,445
Grants	203,117	302,915
	<u>226,615</u>	<u>325,360</u>
Analysis by fund		
Unrestricted funds	6,756	22,445
Restricted funds	219,859	302,915
	<u>226,615</u>	<u>325,360</u>
<b>Grants and other income</b>		
Big Lottery Wales Innovation Grant: CDCC	-	19,997
WCVA	51,543	17,749
Womens Equality Network	-	17,848
Welsh Government DPO Fund	1,535	135,000
Welsh Government Voter Registration	1,703	11,803
United Nations Convention on the Rights of Persons with Disabilities	-	35,000
Welsh Government Access to Elected Office Fund	29,525	48,225
Welsh Government Social Model	6,520	17,293
UNCRDP MATS	89,086	-
Equal Power Voice	29,754	-
Other	1,350	-
Access to Work Scheme	8,843	-
	<u>219,859</u>	<u>302,915</u>

### 5 Investments

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Interest receivable	2,029	352
	<u>2,029</u>	<u>352</u>

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2023

6 Charitable activities	Information/ publications		Development & training		Policy & consultation		Total 2023		Information/ publications		Development & training		Policy & consultation		Total 2022	
	£	2023	£	2023	£	2023	£	2023	£	2022	£	2022	£	2022	£	2022
Staff costs	117,532		117,532		117,532		352,596		39,367		39,367		221,713		300,447	
Advertising	-		-		-		-		536		536		1,508		2,580	
Communication and transcriptions	9,445		9,445		9,445		28,335		1,805		1,805		36,227		39,837	
Office	1,410		1,410		1,410		4,230		2,717		2,717		2,717		8,151	
Project expenses	-		-		21,333		21,333		-		-		22,483		22,483	
Subscriptions	996		996		996		2,988		407		407		407		1,221	
Sundry	1,234		1,234		1,234		3,702		519		519		519		1,557	
Telephone	1,524		1,524		1,524		4,572		1,486		1,486		1,486		4,458	
Travel and subsistence	5,952		5,952		5,952		17,856		187		187		187		561	
Website and design rebrand	612		612		612		1,836		608		608		608		1,824	
	138,705		138,705		160,038		437,448		47,632		47,632		287,855		383,119	
Grant funding of activities (see note 7)	91		91		91		273		33,628		33,628		33,659		100,915	
Share of support costs (see note 8)	22,948		22,947		22,947		68,842		15,831		15,831		19,466		51,128	
Share of governance costs (see note 8)	9,298		9,297		9,297		27,892		5,512		5,512		5,511		16,535	
	171,042		171,040		192,373		534,455		102,603		102,603		346,491		551,697	

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

7 Grants payable	Information/	Development	Policy &	Total	Information/Development &	Policy &	Total
	publications	& training	consultation	2023	publications	consultation	2022
	2023	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£	£
Grants to institutions:							
Pembrokeshire People's First	-	-	-	-	4,170	4,170	12,510
British Deaf Association	-	-	-	-	4,972	4,972	14,916
RCT People First	-	-	-	-	5,000	5,000	15,000
Self-Able	-	-	-	-	4,527	4,527	13,581
Disability Can Do	-	-	-	-	5,000	5,000	15,000
Disability Arts Cymru	91	91	91	273	4,442	4,442	13,326
Aubergine Cafe	-	-	-	-	4,998	4,998	14,994
	91	91	91	273	33,109	33,109	99,327
Grants to individuals	-	-	-	-	519	519	1,588
	91	91	91	273	33,628	33,628	100,915

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

### 8 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Bank charges	517	-	517	142	-	142
Cleaning	2,727	-	2,727	2,492	-	2,492
IT costs	10,332	-	10,332	16,214	-	16,214
Light and heat	3,145	-	3,145	1,800	-	1,800
Premises	46,617	-	46,617	30,480	-	30,480
Other staff costs	5,504	-	5,504	-	-	-
Audit fees	-	7,010	7,010	-	5,492	5,492
Accountancy	-	2,196	2,196	-	6,502	6,502
Cost of trustees' meetings	-	1,360	1,360	-	1,020	1,020
AGM and professional fees	-	17,326	17,326	-	3,521	3,521
	<u>68,842</u>	<u>27,892</u>	<u>96,734</u>	<u>51,128</u>	<u>16,535</u>	<u>67,663</u>
Analysed between						
Charitable activities	<u>68,842</u>	<u>27,892</u>	<u>96,734</u>	<u>51,128</u>	<u>16,535</u>	<u>67,663</u>

Governance costs includes payments to the auditors of £7,010 (2022: £5,492) and £2,196 for accountancy and other services (2022: £6,502).

### 9 Trustees

None of the trustees (or any persons connected with them) received any remuneration from the charity during the current or prior year.

Included in the cost of trustees' meetings is an amount of £1,232 (2022: £nil) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 4 trustees (2022: none) were paid expenses in the year, in relation to travel, subsistence and accommodation.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

### 10 Employees

#### Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Service delivery	9	9
Administration	2	2
	11	11

#### Employment costs

	2023 £	2022 £
Wages and salaries	307,027	265,623
Social security costs	30,001	20,873
Other pension costs	15,568	13,951
	352,596	300,447

#### Key management personnel

The key management personnel as detailed in the trustees report received benefits (including gross salary, employers national insurance and employers pension contributions) totalling £152,621 (2022 - £117,729).

There were no employees whose annual remuneration was £60,000 or more in the current or prior year.

### 11 Debtors

	2023 £	2022 £
<b>Amounts falling due within one year:</b>		
Trade debtors	22,945	32,547
Prepayments and accrued income	11,575	96,821
	34,520	129,368

### 12 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		7,245	-
Deferred income	13	40,000	-
Trade creditors		2,104	27,949
Other creditors		366	-
Accruals		21,256	5,231
		70,971	33,180

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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### 13 Deferred income

	2023 £	2022 £
Other deferred income	40,000	-
	<u>40,000</u>	<u>-</u>

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Balance brought forward	-	-
Income received	40,000	-
Income released	-	-
	<u>40,000</u>	<u>-</u>
Balance carried forward	<u>40,000</u>	<u>-</u>

The deferred income above relates to a contract for services with the National Trust which was invoiced by the charity pre year end for which the services were provided post year end.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

14 Restricted funds	Balance at 1 April 2021 £	Movement in funds			Balance at 1 April 2022 £	Transfers £	Movement in funds			Balance at 31 March 2023 £
		Incoming resources £	Resources expended £	Transfers £			Incoming resources £	Resources expended £	Transfers £	
Big Lottery Fund Innovation Grant	1,497	-	-	-	-	1,497	-	-	-	-
Fawcett Society	2,881	-	-	-	-	2,881	-	-	-	-
Big Lottery Fund: DRILL	8,149	-	-	-	-	8,149	-	-	-	-
DRILL Capacity Building	9,675	-	-	-	-	9,675	-	-	-	-
In Control - Holding Account	3,217	-	-	-	-	3,217	-	-	-	3,217
DRILL Ethics Committee	3,854	-	-	-	-	3,854	-	-	-	(3,854)
WCVA Wales Volunteering Grant	-	17,748	(17,748)	-	-	-	1,972	-	-	1,972
NLCF - Equal Power Voice	-	17,848	(17,848)	-	-	-	29,754	(29,468)	-	286
UNCRDP Civil Social Reporting	-	19,997	(16,011)	-	-	(3,986)	-	-	-	-
New Curriculum for Wales - UNCRDP Resources	-	35,000	(7,138)	-	-	27,862	89,086	(66,202)	-	50,746
DPO Grants	-	135,000	(136,536)	-	-	1,536	1,535	(272)	-	1,263
Tai Pawb Housing	2,200	-	-	-	-	2,200	-	-	(2,200)	-
Welsh Government EU Transition Fund	15,498	-	(144)	-	-	15,354	-	-	-	15,354
Endeavour Project	15,170	-	-	-	-	15,170	-	-	-	15,170
Big Lottery Fund - Emerging Futures	8,190	-	(7,750)	-	-	(440)	-	-	-	-
National Emergencies Trust (NET)	11,798	-	(11,798)	-	-	-	-	-	-	-
Welsh Government Access to Elected Office Fund	-	48,226	(56,919)	-	-	8,693	29,525	(32,858)	3,333	-
Welsh Government Reserves & Reconstruction	19,585	-	(21,302)	-	-	1,717	-	-	-	-
Voter Registration Grant	-	11,802	(11,802)	-	-	-	1,703	-	-	1,703
Welsh Government Social Model Other	-	17,294	(17,294)	-	-	-	6,520	(7,653)	1,133	-
WCVA Third Sector Resilience Fund	-	-	-	-	-	-	1,350	(1,350)	-	-
Access to Work Scheme	-	-	-	-	-	-	49,571	(28,087)	-	21,484
	-	-	-	-	-	-	8,843	(9,835)	-	(992)
	101,714	302,915	(322,290)	7,520	89,859	(23,790)	219,859	(175,725)	(23,790)	110,203

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 14 Restricted funds

(Continued)

**Big Lottery Fund Innovation Grant: CDCC-** was a partnership between Disability Wales and the Wales Co-operative Centre and is funded by the Big Lottery Fund's BIG Innovation Fund.

**Fawcett Society- Embolden:** Spirit of Disabled Women is a vision to change negative perceptions of disabled people.

**Big Lottery Fund: DRILL** – Funded by Lottery and in partnership with Disability Action Northern Ireland, Inclusion Scotland and Disability Rights UK: DRILL stands for Disability Research on Independent Living and Learning.

**DRILL Capacity Building** - Events to build capacity and promote dissemination of research and share learning from the DRILL Programme.

**In Control – Holding Account** - Wales Alliance – Citizen Directed Support re Personalisation Agenda in Wales.

**DRILL Ethics Committee** - Research ethics are guidelines for making decisions.

**WCVA Wales Volunteering Grant** - Equip project supporting work placements for disabled students.

**NLCF - Equal Power Voice** programme to increase diversity of representation in public and political life in Wales.

**UNCRDP Civil Social Reporting** - report on the implementation of disability rights in Wales to inform the United Nations Committee on Disability Rights' review into the implementation of the United Nations Convention on the Rights of Disabled People in the UK.

**New Curriculum for Wales - UNCRDP Resources** - project to create materials to promote the United Nations Convention on the Rights of Disabled People (UNCRDP).

**DPO Grants** - funding used to provide Disabled People's Organisations with grants to help with the loneliness/isolation and/or advocacy that disabled people faced during covid.

**Tai Pawb Housing- Accessible social housing project.**

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 14 Restricted funds

(Continued)

**Welsh Government EU Transition Fund** - Capacity enhancing Brexit support programme for disabled people's organisations (DPO's) and their stakeholders throughout Wales.

**Endeavour Project** - Endeavour aims to inspire and support entrepreneurial ambition among disabled people in Wales.

**Big Lottery Fund - Emerging Futures**- production of a suite of videos and blog made by disabled people on the experiences of lockdown..

**National Emergencies Trust (NET)**- distribution of emergency grants to Disabled People's Organisations (DPOs) across the UK to support disabled people with the impact of Covid-19; DW managed the distribution in Wales on behalf of a UK wide consortium of national DPOs.

**Welsh Government Access to Elected Office Fund** - set up and management of a fund to assist with addressing the barriers faced by disabled people standing as candidates in the Senedd 2021 and Local Government 2022 Elections.

**Welsh Government Reserves & Reconstruction**- additional funding awarded to extend the reach in Wales of the NET Covid-19 DPO Emergency Grants.

**Voter Registration Grant** - campaign to encourage disabled people to register to vote.

**Welsh Government Social Model** - delivery of training on the Social Model.

**Other** - Catalyst Cymru: Broadening Horizons project funded by the National Lottery Heritage Fund Wales (NLHF Wales).

**WCVA Third Sector Resilience Fund** - Grant award to enhance our potential for income generation by developing a strategy to scale up capacity to deliver training and consultancy services.

**Access to Work Scheme** - Funding from DWP to provide access requirements for members of staff.

**Transfers:** transfers from restricted reserves to unrestricted reserves relate to projects that have ended and the charity has been given permission by the funder to release any remaining funds. Transfers from unrestricted reserves to restricted reserves relate to project overspends that have been agreed to be covered by unrestricted funds by the board of trustees.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 15 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds		Movement in funds		
	Balance at 1 April 2021	Incoming resources	Balance at 1 April 2022	Incoming resources	Balance at 31 March 2023
	£	£	£	£	£
Bursary scheme	32	-	32	-	32
Campaigns	9,650	-	9,650	-	9,650
Legacies	156,949	-	156,949	-	156,949
Redundancy	58,499	-	58,499	-	58,499
	<u>225,130</u>	<u>-</u>	<u>225,130</u>	<u>-</u>	<u>225,130</u>

**Bursary scheme** - is designated for full members or disabled individual members to access to attend DW events, expenditure is released each year when incurred in relation to this fund.

**Campaigns** - is designated for future campaign costs, expenditure will be incurred in future periods.

**Legacies** - a legacy was received by the charity in a previous financial year. This has been designated for future project use. Expenditure will be incurred in future periods.

**Redundancy** - this is designated for future costs that may be incurred should the organisation cease, expenditure is released when incurred in relation to this fund.

**DISABILITY WALES/ANABLEDD CYMRU**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2023**

<b>16 Analysis of net assets between funds</b>	<b>Unrestricted funds</b>		<b>Designated funds</b>		<b>Restricted funds</b>		<b>Total</b>	
	<b>2023</b>	<b>£</b>	<b>2023</b>	<b>£</b>	<b>2023</b>	<b>£</b>	<b>2022</b>	<b>£</b>
Fund balances at 31 March 2023 are represented by:								
Current assets/(liabilities)	236,775		225,130		110,203		222,890	
	<u>236,775</u>		<u>225,130</u>		<u>110,203</u>		<u>222,890</u>	
							89,859	
							<u>225,130</u>	
							<u>89,859</u>	
							<u>537,879</u>	

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 17 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	4,419	15,300

#### 18 Status of the company

The charity is a company limited by guarantee and not having share capital, exempt from the requirement to use the word "limited" and registered as a charity. The liability of the members is limited to £1 each.

#### 19 Related party transactions

The charity was under the control of the trustees throughout the current and previous year.

The Chief Executive Rhian Davies is a trustee of Wales Council for Voluntary Action (WCVA). The charity received income from WCVA totalling £52,243 during the year (2022: £18,449). The charity were invoiced £4,660 (2022: £122) by WCVA during the year. There were no amounts outstanding at the current or prior year end.

Rhian Davies is also the Vice Chair of Women's Equality Network. The charity received income from the organisation totalling £41,617 during the year (2022: £5,986). Amounts outstanding at the year end totalled £1,552 (2022: £nil).

#### 20 Pension costs

The pension scheme is run by Royal London. The total cost to the charity for employers' contributions to the scheme during the year was £15,568 (2022: £13,951).

Contributions due at the year end are £nil (2022: £nil).

#### 21 Cash generated from operations

	2023 £	2022 £
Surplus for the year	34,229	54,451
Adjustments for:		
Investment income recognised in statement of financial activities	(2,029)	(352)
Movements in working capital:		
Decrease/(increase) in debtors	94,848	(86,844)
(Decrease) in creditors	(2,209)	(44,709)
Increase in deferred income	40,000	-
<b>Cash generated from/(absorbed by) operations</b>	<b>164,839</b>	<b>(77,454)</b>

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2023*

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### **22 Analysis of changes in net funds**

The charity had no debt during the year.



**DISABILITY WALES / ANABLEDD CYMRU**

England & Wales - Charity number 517391

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# Accounts

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**Charity registration number 517391**

**Company registration number 1998621 (England and Wales)**

**DISABILITY WALES/ANABLEDD CYMRU**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

# DISABILITY WALES/ANABLEDD CYMRU

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# **DISABILITY WALES/ANABLEDD CYMRU**

## **CHAIR, CEO AND TREASURER STATEMENT**

### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **Chair's Report**

Disability Wales/Anabledd Cymru is the national association of disabled people's organisations in Wales.

During 2022 we have been celebrating 50 years of disabled people's achievements in Wales whilst recognising that we still have a long way to go to tackle the barriers faced by disabled people. You will see as you read through this year's trustees' report the sheer amount of work that has been achieved by our committed and dedicated team.

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy whilst striving to achieve the rights and equality of all disabled people. Our work has been delivered very differently during the pandemic. Our staff, directors and members have all adapted well to online working and we have been pleased to see that this has led to greater involvement of our members; we have held workshops, talks and webinars which have all been well attended. We have continued to work closely with Welsh Government and other public bodies, influencing policy - both in Wales and beyond.

The pandemic has highlighted the barriers to support and health inequalities faced by many disabled people which have been amplified by both the covid pandemic and the current cost of living crisis. Our work, which is set out in detail throughout the report, has had a big focus on not just recovery from Covid but also ensuring that the pandemic's effect on disabled people's lives are recognised. Covid has resulted in life-long impairments for many individuals who were hospitalised, and we need to be mindful that these people will now need support to navigate their rights as disabled people. We have a full work programme for the coming year. We are in the process of securing new premises that are more suited to the new models of working and which allow us to engage in more co-productive ways of working and continue to reach out and engage with our membership.

It has been a time of loss and grief for many people; we were very sad to lose our valued Board member, Simon Green, and also to hear of the tragic loss of our former director Judith Pennington. We also lost our longstanding friend and fellow campaigner, Vin West. At a Board level we were sad to say goodbye to our long-standing Chair Wendy Ashton and also our Treasurer Mandi Glover, who have both retired from the Board of Directors having given many years of service to Disability Wales, and we thank them both for all their hard work and commitment over the years.

I was honoured to be asked to take the role of Chair of the Board of Disability Wales and would like to say a personal thank you to Wendy and Mandi for all they taught me during my years as vice-chair, and also to all of our directors who give their time freely to support and further the work of Disability Wales. Our Staff Team continues to grow and we have welcomed Gillian Styles in her role as Finance and Compliance Manager. We all look forward to working with her.

I know I speak for all of the Directors when I send our sincere thanks to all of our members of staff for all their hard work and dedication to their roles. The fact that Disability Wales has been able to continue to grow during such challenging times is a testimony to their commitment to furthering the rights of disabled people.

**Willow Caroline Holloway**  
**Chair**

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### *FOR THE YEAR ENDED 31 MARCH 2022*

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#### **Chief Executive's Report**

As the Covid-19 Pandemic rolled into a second year requiring further lockdowns and other restrictions, Disability Wales continued to operate remotely with no let-up in delivering our core role of representing the views and priorities of members to government with the aim of informing and influencing policy.

The launch and promotion of several key publications in which we were closely involved in co-producing with members, enabled us to capture the experiences of disabled people to inform our findings and calls to action for achieving a more equal and inclusive society.

DW's Manifesto Bring us our Rights proved influential during the Senedd 2021 Elections which coupled with a series of high-profile online hustings and widespread support from members, secured cross-party commitment to our chief call for the new Welsh Government to incorporate the UNCRDP in Welsh law. This commitment to using the UNCRDP as the framework for creating policy and new legislation was confirmed by Welsh Government in its Programme for Government.

The publication of the unique report Locked-Out: liberating the lives and rights of disabled people beyond Covid-19 provided a further opportunity to highlight the heavy toll and ongoing impact of coronavirus on disabled people. In its response Welsh Government acknowledged the report findings and recommitted itself to using the Social Model of Disability as the organising principle for informing policy together with plans for incorporating the UNCRDP. Furthermore, it established a ministerial Disability Rights Taskforce to address the recommendations outlined in Locked-Out through a co-produced approach. DW is actively involved in shaping the work of the Taskforce as well as keeping members informed of developments and supported in taking part.

Whereas Locked-Out focussed on human rights breaches regarding Covid-19, wider issues were brought to light in our Civil Society Shadow Report on the Implementation of the United Nations Convention on the Rights of Disabled People (UNCRDP) in Wales. Through a survey of members, a call for evidence and intersectional focus groups delivered in partnership with Disabled People's Organisations and other stakeholders, we produced a richly detailed report for submission to the UN Committee on the Rights for Disabled People which will inform its review of UK Government's progress in implementing the Convention.

The co-productive approach involving All Wales People First, Fair Treatment for the Women of Wales, The FDF CIL in North Wales and Race Equality First enabled us to reach out to the diverse communities of disabled people and capture a wide variety of experiences to inform this significant report. Our overall conclusion is that while some progress has been made since the 2017 UN Review, in many areas there has been further regression in disabled people's rights. Specifically scant attention is paid to intersectional issues such as domestic abuse experienced by disabled women, discrimination against disabled people from Black and Minority Ethnic communities in health and social care and lack of access to services for LGBTQ+ disabled people.

A memorable comment from one respondent quoted in the Shadow Report is that for disabled people 'poverty is a fact of life'. These concerns have deepened as we are gripped by a cost-of-living crisis with alarming hikes in energy and food prices. As with Covid-19, this is another life-threatening matter for disabled people, many of whom rely on heating and electricity to maintain their health and essential equipment. In response we have focussed attention on gathering evidence from members and are raising concerns and calling for appropriate action at the highest level.

A key finding in the Locked-Out Report was that the lack of disabled people in decision making positions was a likely contributor to Covid-19 policies that failed to recognise the impact on our community. Meanwhile, the Shadow UNCRDP Report highlighted the introduction of the Access to Elected Office Scheme Wales as one of the few areas of progress. Having long lobbied for such a scheme, we were delighted to be able to pilot it on behalf of the Welsh Government for the Senedd and Local Government Elections.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **CHAIR, CEO AND TREASURER STATEMENT**

#### ***FOR THE YEAR ENDED 31 MARCH 2022***

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The Fund is designed to provide financial assistance to tackle the barriers faced by disabled people in standing for political office. Awards enabled candidates to purchase equipment, employ personal assistants and fund transport costs in connection with their campaigns. A series of Access to Politics events and the production of an inspiring video encouraged 18 applications to the Fund which was open to disabled people standing in both principal and community council elections. 13 candidates received awards with 6 being elected. We are seeking further funding to build on the initial success of the Fund and ensure even greater take-up at the next elections.

In partnership with WEN Wales, EYST and Stonewall, funding was secured from Welsh Government and the National Lottery Community Fund to run a ground-breaking mentoring programme Equal Power Equal Voice (EPEV). Aimed at greater diversity in public life, it provides mentoring and development programmes to people with protected characteristics including disabled people, who are interested in achieving positions in public life. 26 were selected for the DW cohort with many successfully achieving Board and other roles following the programme, thereby widening the pool of disabled influencers.

In addition to programmes aimed at disabled individuals, DW also fulfilled a key objective of supporting Disabled People's Organisations (DPOs) through distribution of £101K in grants to seven groups across Wales as well as delivery of training sessions in fundraising to the wider membership. The grants funded activities at grassroots level aimed at supporting independent living and tackling isolation, built on the Covid-19 Emergency Grants distributed previously. These small grants had a big impact, however, members regularly feedback to us the challenges in securing funding from other sources. An important goal for DW going forward is to raise awareness among funders about the unique role and needs of DPOs as a step towards their long-term financial sustainability.

Ensuring the robust governance and management of DW is as important an objective as our policy influencing and initiatives supporting members. The necessary move to remote working has served DW well, enabling us to recruit more widely from across Wales and among those who face barriers to working in a traditional office. Likewise online meetings have enabled greater participation among Board members, reducing travel and being more easily accommodated with other commitments. We are therefore delighted that our recent Investors in People Review identified our ability to adapt so well to circumstances as a mark of good practice.

As we celebrate our 50th Anniversary year, we are indebted to and offer heartfelt thanks to all who have served or supported the organisation in various capacities over the years. Although progress is slower than we could expect, nevertheless there have been significant changes in law and societal attitudes regarding disabled people since the 1970s. At DW we are proud to have played our part in these historic developments and in continuing to shape the future direction of disability rights and equality in Wales and beyond.

**Rhian Davies**  
**Chief Executive**

# **DISABILITY WALES/ANABLEDD CYMRU**

## **CHAIR, CEO AND TREASURER STATEMENT**

### ***FOR THE YEAR ENDED 31 MARCH 2022***

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#### **Treasurer's Report**

It gives me great pleasure to provide our members and partners our annual financial reports in what has again been a challenging year. The year saw the organisation continually apply lessons in how we work in a different way from, face to face meetings through to digital mediums but still enabling us to continue to make access equitable to all. We continue to have challenges in the certainty of core funding from partners but our effectiveness as an organisation in delivering projects has enabled us to confirm additional funding bids e.g. New Curriculum for Wales - UNCRDP Resources and Access to Elected Office giving rise to a successful year. We will build on this success to diversify and strengthen future funding streams.

The application of new ways of working has enabled us to contain our costs and with the timing of project delivery enabled us to have surplus for the year overall. This is outlined in more detail in our Financial Review within the Trustees' Report.

Throughout the year we have developed interim arrangements and continued to cover the vacant post of Finance Manager which was filled successfully in May 2022. The additional funding for projects delivery has also created a further three part-time, fixed term appointments.

Finally, I would like to highlight some thank-yous:

To my predecessor, Mandi Glover, for her many years as DW treasurer and the support over the years she has given me as a trustee

As a treasurer I would like to particularly thank the Chief Executive and Finance Team who have worked through all the numbers and compliance, ensuring that as a charity we operate to the highest standards to deliver our aims and objectives for our members

**Kelvin Jones**  
**Treasurer**

# **DISABILITY WALES/ANABLEDD CYMRU**

## **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

### ***FOR THE YEAR ENDED 31 MARCH 2022***

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The trustees present their annual report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's [governing document], the Companies Act 2006 and "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 2019).

#### **Vision**

Disability Wales/Anabledd Cymru (DW) is the national association of disabled people's organisations in Wales striving to achieve the rights and equality of all disabled people

#### **Objectives and activities**

The purposes of the charity, as set out in its governing document, are to assist the relief of all disabled people in Wales. The main activities undertaken in relation to those purposes are noted throughout the report.

#### **Mission**

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy

#### **Public benefit**

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set. Our achievements towards these aims are set out in this report.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### ***FOR THE YEAR ENDED 31 MARCH 2022***

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##### **Strategic Aims and Objectives**

**Strategic Aim 1: To influence policy and decision makers at all levels, through acting as an effective advocate for the views, priorities and interests of our members**

Objectives:

1. To represent the interests of disabled people in Wales to Welsh Government and other decision makers
2. To secure rights, equality and independent living in order to improve the well-being of disabled people

**Strategic Aim 2: To develop and support the work of organisations managed and controlled by disabled people**

Objectives:

1. To provide information, advice and support to member organisations
2. To design and deliver training and development programmes for member groups

**Strategic Aim 3: To lead and develop an effective, sustainable organisation and ensure sound and robust governance**

Objectives:

1. To lead and manage an effective and efficient organisation for the benefit of disabled people
2. To ensure sound and robust governance of the organisation
3. To innovate, develop and deliver a range of income generating services that benefit disabled people

##### **DW's Values**

- The Social Model of Disability
- Equality, Diversity and Human Rights
- An Inclusive Society
- Self-determination
- Beacon of best practice
- Committed to achieving quality

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **Outcomes, Objectives, Achievements and Performance**

##### **Key Achievements**

- Bring us our Rights Manifesto: secured Welsh Government commitment to incorporate UNCRDP in Welsh Law
- Publication of revised resource pack: Know Your Rights Use Your Rights Live Your Rights
- Co-ordination role in co-production of report Locked-Out: liberating the lives and rights of disabled people beyond Covid-19
- Launch of Equal Power Equal Voice Mentoring Programme in partnership with WEN Wales, EYST and Stonewall Cymru
- Publication of Civil Society Report on Implementation of UNCRDP in Wales

##### **Outcomes and Activities by Strategic Aim**

**Strategic Aim 1: To influence policy and decision makers at all levels, through acting as an effective advocate for the views, priorities and interests of our members**

<b>Strategic Objective 1:</b>
To represent the interests of disabled people in Wales to Welsh Government and other decision makers

##### **Senedd 2021 Elections: Bring Us Our Rights Manifesto**

Ahead of the Senedd 2021 Elections, DW presented its Manifesto, Bring us our Rights at three online hustings each involving a five-strong panel of candidates representing the main political parties in Wales.

DW's Manifesto calls for incorporation of the UN Convention on the Rights of Disabled People (UNCRDP) in Welsh law and each event focussed on different Convention Articles including Article 8 - Raising Awareness of Disability Rights, Article 19 - Independent Living, Article 25 Health, Article 27 Employment and Article 28 - Adequate Standard of Living.

Attended by 113 participants in total, the events provided members with the opportunity to hear candidates respond to DW's Manifesto calls as well as put questions to them. Half of the panellists were subsequently elected to the Senedd including two appointed to the Cabinet.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### ***FOR THE YEAR ENDED 31 MARCH 2022***

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In addition to our own events, DW also partnered with WEN Wales, EYST and Stonewall Cymru in arranging an Equalities Hustings which attracted 72 participants and highlighted intersectional issues and concerns.

DW's call for UNCRDP incorporation secured cross-Party support at the Hustings, with three political parties pledging this in their Manifestos. It is now a commitment in the Welsh Government Programme and DW is working actively to ensure that this key priority for members is enacted.

Our Manifesto and related activities promoting it proved effective in securing key objectives including influencing policy makers and ensuring the voice of disabled people is heard.

#### **Engagement Activities**

##### **Meet Disability Wales Webinars**

Feedback from members indicated that they would like to know more about the work of Disability Wales and the roles of staff and Board as well as the history of the organisation.

A programme of four events was delivered, three aimed at introducing staff and the projects and initiatives that they work on, and one focussed on the roles and responsibilities of Directors. Attended by 135 participants, these events proved extremely popular and received excellent feedback from members who appreciated the opportunity to engage directly with staff and board members regarding how their work contributed to meeting DW's aims and objectives.

##### **Thematic Engagement Events**

The move to online events bought many opportunities to organise accessible events for members that would focus on subjects/topics that mattered most to them and would create positive results. These events, arranged in partnership with other organisations were very well received, with some members stating they were the first DW events they had attended, finding it much easier to access virtual events.

Hate Crime Information Session – after being made aware by members of an increase in hate crime being experienced by disabled people, we invited Victim Support and Gwent Police to run an online seminar to talk about what hate crime is, how to report it to the police, and the process involved if a person does not wish to report to police. Attended by 34 participants members reported that they felt more confident about knowing what to do about reporting hate crime incidents.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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A poll conducted among conference participants found that:

84% of participants thought that Covid-19 has had a negative impact on disabled people

83% of participants thought that disabled people's rights were not enforced very effectively

65% of participants were not very or at all optimistic that there would be progress regarding disabled people's rights and equality over the next 5 years

Several members expressed willingness to be involved with the Disability Rights Taskforce and the view overall is that it should work co-productively and tackle the lack of implementation of rights and equality at local level.

#### **Research and Reports**

##### **Locked Out Report and Disability Rights Taskforce**

DW was actively involved in the co-production of the report into the impact of coronavirus on disabled people - Locked-Out: liberating the lives and rights of disabled people beyond Covid-19. Believed to be the first report of its kind in the UK, it was commissioned by the then Deputy Minister and Chief Whip, Jane Hutt MS and written by Professor Debbie Foster. DW's Chief Executive chaired the Report Steering Group consisting of Disability Equality Forum members and other stakeholders.

Welsh Government acknowledged the report's findings and recommendations and published it in full. Locked-Out highlights 'the deep-rooted inequalities' exposed by the pandemic that disabled people in Wales will have experienced first-hand. The Report's influence is already apparent, accepting that the 'Social Model of Disability should be the organising principle for action', Welsh Government established a Minister led Task Force to respond to the findings and recommendations. Furthermore, it has confirmed the intention to incorporate the UNCRDP in Welsh law.

The First Minister Mark Drakeford MS addressed the inaugural meeting of the Taskforce. DW is represented on the main Taskforce as well as the thematic working groups. We delivered Social Model Training to Taskforce members to help with the process of embedding the model in the actions identified.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### ***FOR THE YEAR ENDED 31 MARCH 2022***

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Throughout the year we have highlighted Locked Out Report findings and the establishment of the Taskforce, at conferences and events, including the Cross Party Group on Disability.

#### **Civil Society Shadow Welsh Report on the Implementation of the United Nations Convention on the Rights of Disabled People in Wales - Disability Wales**

Disability Wales published a report on the implementation of disability rights in Wales to inform the United Nations Committee on Disability Rights' review into the implementation of the United Nations Convention on the Rights of Disabled People in the UK.

Via six focus groups attended by 126 participants, and an online survey to which there were over 50 respondents, disabled people from across Wales told us that, despite disability rights legislation being put in place in Wales, it is often not implemented effectively or has a limited impact on their lives.

Disabled people in Wales also reported concerns about institutional racism, poor access to suitable housing and difficulty accessing specific healthcare services they may need.

Across the UK, many disabled people spoken to directly blamed Westminster benefits policies for some of the biggest issues impacting disabled people's rights, such as high levels of poverty.

The report was conducted as part of a coalition with disabled people's organisations across the UK which was launched at the All Party Parliamentary Group on Disability. The Wales report was launched at the Senedd Cross Party Group on Disability, with speeches in response from the Minister for Social Justice Jane Hutt MS, Sioned Williams MS and Mark Isherwood MS.

#### **Consultations**

A key part of DW's influencing work includes responding on behalf of members to formal policy consultations issued by Welsh and UK Governments as well as Parliamentary Committees in Wales and Westminster.

Gathering views through surveys, focus groups and reports, DW has submitted written responses on a range of policy areas on devolved and reserved matters. These include broader issues such as the New Curriculum for Wales and the DWP Green Paper on Health and Disability as well as matters of direct relevance to disabled people such as Changing Places Toilets. The new Senedd Committees invited views on their priorities for the fifth term and, drawing on members concerns outlined in the Bring us our Rights Manifesto, we submitted responses accordingly.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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##### **EQuip**

Funded by WCVA Volunteering Wales the EQuip Project ran from July 2021 to March 2022. It aimed to provide work placements for disabled students and increase capacity for the Disabled People's Organisations (DPOs) that hosted them. It aimed to work towards three of the Wellbeing of Future Generations Goals: A More Prosperous Wales, A More Equal Wales and A Wales of Vibrant Culture and Thriving Welsh Language. Two students were recruited and placed with DPOs.

Several events were held and six videos were produced to promote Disability Wales, EQuip and the rights of disabled students.

##### **Student Placements at DW**

Our aim at Disability Wales is to address the employment imbalance by improving the landscape for disabled people in the workplace. By supporting individuals at the start of their career journey, we hope to create sustainable change. Over the financial year, we hosted six student placements enabling us to be more inclusive by offering placements for individuals who may not be eligible for other programmes.

##### **Strategic Aim 2: To develop and support the work of organisations managed and controlled by disabled people**

Strategic Objective 1:
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To provide information, advice and support to member organisations
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##### **Social Media and Communications**

Our website attracted over 70,000 unique visitors with regular news and blog updates. There were 5,000 visits to our Social Model page alone. Our increased presence across the five main social media platforms reached over 50,000 people.

DW has been central in some major news pieces on mainstream media including pieces on the impact of Covid on disabled people and the Cost of Living Crisis. This exposure has given us the opportunity to engage directly with main broadcasters to discuss how we can work together to increase representation of disabled people, and the subjects that mean most to them

##### **Know your Rights Use Your Rights Live your Rights**

A revised Resource Pack was launched. This is a key element of DW's response to the pandemic and in support of the recovery and a more inclusive future. As well as providing information about legislation, it outlines several case studies whereby disabled people and their organisations have successfully argued their rights under the Equality Act (2010), the Public Sector Equality Duties and the UN Convention on the Rights of Disabled People. The outcome of this has been to influence the planning and delivery of national or local policies or to challenge decisions which threatened to undermine disabled people's equality and right to independent living.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

Strategic Objective 2:
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To design and deliver training and development programmes for member groups
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#### DPO Projects

Funded by Welsh Government, the DPO Projects Funding was used to provide 7 Disabled People's Organisations with a total of £101,000 to help with the loneliness/isolation and/or advocacy that disabled people faced during covid. We also delivered a programme of online events and workshops to support fundraising for Disabled People's Organisations.

#### UNCRDP Curriculum Project

Welsh Government funded; the aim of this project was to create materials to promote the United Nations Convention on the Rights of Disabled People (UNCRDP). After some research it was decided that the creation of materials should be directed at education to coincide with the new Curriculum for Wales; and the obligations that practitioners and education settings have for promoting the UNCRDP to learners.

A comprehensive practitioner (teacher) training pack has been produced which will promote many elements of the UNCRDP to learners including the social model and how every day events apply in different ways for disabled people to the convention. A series of lesson ideas have also been produced to aid practitioners.

#### Strategic Aim 3: To lead and develop an effective, sustainable organisation and ensure sound and robust governance

Strategic Objective 1:
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To lead and manage an effective and efficient organisation for the benefit of disabled people
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**Remote Working** - moving forward from the pandemic our adaptation to remote and hybrid working has been so successful it has become embedded in our operations allowing us to engage with a wide audience in new ways. Our use of IT continues to evolve with a migration of key services to the Cloud.

**Staff training** – A programme of training is ongoing and includes training sessions on equality and diversity organised on a reciprocal basis with organisations including: EYST, Race Equality First, Neurodiversity Matters, Stonewall Cymru, and Unique Transgender

Strategic Objective 2:
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To ensure sound and robust governance of the organisation
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#### Board Structure

During the year DW bid farewell to long standing board members including the Chair and Treasurer. In the resulting restructure these positions were taken up by experienced trustees and additional vacancies were filled by recruitment.

**Staff Wellbeing** - Time to Change Wales: DW signed a pledge and developed an Action Plan to support mental health at work.

Time to Change Wales is the first all Wales campaign to end the stigma faced by people who have a mental health condition. Organisations can undertake a pledge in which they promise to reduce and challenge stigma as well as ensuring staff wellbeing is a priority.

Strategic Objective 3:
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To innovate, develop and deliver a range of income generating services that benefit disabled people
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**WCVA Third Sector Resilience Fund:** successful application which will allow DW to develop its training and consultancy capacity. This will build on the existing portfolio of training, which includes Social Model training contracted for by the Disability Rights Taskforce.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **Financial review**

- Initial uncertainty over extent of funding available particularly from Welsh Government
- Subsequent confirmation of funding and additional successful bids e.g. New Curriculum for Wales - UNCRDP Resources and Access to Elected Office gave rise to a successful year
- Containment of costs and timing of project delivery gave rise to a surplus for the year overall.

#### **Staffing**

Interim arrangements continued to cover the vacant post of Finance Manager

A further three part-time, fixed term appointments were made to facilitate the delivery of new projects.

#### **Project delivery**

The following projects were concluded, or substantially completed successfully before the end of the year:

- National Lottery Community Fund Emerging Futures: Unlocked Lives Video
- National Emergencies Trust: DPO Covid-19 Emergency Grants
- WG Reserves & Reconstruction: DPO Covid-19 Emergency Grants
- Welsh Government: Access to Elected Office Fund Wales
- WCVA Wales Volunteering Grant: EQuip
- EHRC: UNCRDP Civil Society Shadow Reporting
- Welsh Government: DPO Grants
- Welsh Government: Disability Rights Taskforce Social Model Training
- Welsh Government Voter Registration Grant: Video Project with Young Disabled People

The following projects are continuing beyond the end of the year:

- Access to Elected Office
- New Curriculum for Wales - UNCRDP Resources

#### **Changes in delivery costs**

- The move to online engagement activities has become more firmly embedded in DWs ongoing activities which has continued to save costs associated with meetings and events in a physical space.
- Working remotely cut costs such as printing, stationery and postage as well as travel and subsistence, however, increased costs for equipment such as laptops and office chairs. A working from home allowance

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### ***FOR THE YEAR ENDED 31 MARCH 2022***

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#### **Fundraising and Income Generation**

Since 2016, DW has been a recipient of funding from Welsh Government's Equality and Inclusion Grant Scheme. In Spring 2021, Welsh Government carried out a consultation exercise on the future of the scheme. Pending decisions regarding the outcome of the consultation, current recipients, including DW received an extension of grant to 31st March 2022, which has since been extended to March 2023.

#### **Reserves policy**

Disability Wales needs reserves to:

- Meet contractual liabilities should the organisation ever need to undergo a significant structural re-organisation. This includes redundancy pay, amount due to creditors and commitments under leases.
- Meet unexpected costs such as: staff cover, for example illness, maternity leave, parental leave and legal costs defending the charity's interest.
- Replace resources as they wear out or become obsolete.
- Provide working capital when funding is paid in arrears which would place DW in a position where it could bid for funding.
- Fund specific projects and activities agreed by the Board and not met by other sources of income

The Directors have reviewed the Charity's needs for reserves in line with the guidance issued by the Charity Commission. The amount needed to fulfil outstanding contracts or monies that can only be used for the intention stated by the funder have been set aside in a restricted reserve.

The calculation of the required amount of reserves is an integral part of DW's planning, budgeting, and forecasting cycle. It takes into account:

- The risks assessments with each stream of income and expenditure being different from that budgeted.
- The planned activity level and future developments.
- The organisation's contractual commitments e.g., staffing, rent, etc.

The charity recorded an overall surplus for the year of £54,451 split between an unrestricted surplus of £66,306 and a restricted deficit of £11,855. The reserves totalled £537,879 which consists of unrestricted reserves of £448,020 and restricted reserves of £89,859. The free reserves of the charity totalled £448,020 as the target level set by the trustees includes the designation of the various funds. The reserves currently exceed the target level set by the trustees. However, the trustees feel that due to the uncertainty surrounding funding in the sector, the excess reserves over and above the target level are necessary.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

#### Risk Management

The principal risks faced by the organisation lie in the performance of its:

- Governance
- Operational
- Financial Position
- Environmental or external
- Compliance (law or regulation)

The Directors carry out an annual review of its Risk Management Register to update and review each section in line with the current situation.

#### A selection of Potential Risks:

##### Governance

Potential Risk	Potential Impact	Steps to mitigate risk
Board of Directors lack relevant skills or commitment	<ul style="list-style-type: none"> <li>• charity becomes moribund or fails to deliver its purpose</li> <li>• decisions are made bypassing the Board of Directors</li> <li>• resentment or apathy amongst staff</li> <li>• poor decision making reflected in poor value for money on service delivery</li> </ul>	<ul style="list-style-type: none"> <li>• review and agree skills required</li> <li>• draw up competence framework and job descriptions</li> <li>• implement trustee training and induction</li> <li>• review and agree recruitment strategy and processes including production of Board Video and redesigning materials</li> <li>• Identify training opportunities for Directors</li> </ul>

##### Operational

Potential Risk	Potential Impact	Steps to mitigate risk
Service provision, customer satisfaction	<ul style="list-style-type: none"> <li>• beneficiary complaints</li> <li>• loss of fee income</li> <li>• loss of significant contracts or claims under contract</li> <li>• negligence claims</li> <li>• reputational risks</li> </ul>	<ul style="list-style-type: none"> <li>• agree quality control procedures</li> <li>• update and implement complaints procedures</li> <li>• benchmark services and implement complaints review procedures</li> </ul>

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2022

#### Financial

Potential Risk	Potential Impact	Steps to mitigate risk
Funding Risk	<ul style="list-style-type: none"> <li>• loss of income</li> <li>• Inability to deliver objectives</li> <li>• Inability to retain staff</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to pursue income generating activities/funding action plan</li> <li>• Keep updated on potential funding opportunities including Covid-19 related grant schemes</li> <li>• Maintain profile/ communication with funders</li> <li>• Maintain profile with external stakeholders and potential funders</li> <li>• Continue to develop partnerships and project proposals</li> </ul>
Cash flow sensitivities	<ul style="list-style-type: none"> <li>• Inability to meet commitments</li> <li>• lack of liquidity to cover variance in costs</li> <li>• impact on operational activities</li> </ul>	<ul style="list-style-type: none"> <li>• ensure adequate, prudent cash flow projections</li> <li>• identify major sensitivities</li> <li>• ensure adequate information flow from managers</li> <li>• monitor arrangements and reporting</li> </ul>

#### Plans for future periods

Disability Wales will continue to work with members, key partners, funding partners and Welsh Government in delivering the aims and objectives of the organisation as well as addressing the implications of the pandemic.

The experience of remote working has focussed the organisation's attention on reducing overheads, most notably rent and a review of premises options has been undertaken. It is likely that in future DW will operate from shared office space which will allow greater flexibility and opportunities for collaboration with other complementary organisations.

DW will meet with relevant agencies/organisations to discuss funding strategies and business development.

- The organisation will continue developing and implementing a diverse funding strategy
- Priorities will be agreed for how income is generated in the short, medium and long-term with targets set and resources allocated accordingly
- The organisation will build on its success to date in generating income through project grants and contracts achieved by staff with relevant expertise
- A Strategic Planning Event involving Directors and Staff will take place annually
- Continue to explore potential partners for project funding
- Continue to explore ideas for a project with stakeholders and consider a potential bid to the National Lottery Community Fund and discuss what support may be available
- Proceed with plans for discussions with members and meeting with other stakeholders to generate more ideas for potential partnerships
- Set up further meetings with WG Divisions, and to undertake training in competitive tendering
- Utilise funding from the WCVA Third Sector Resilience Fund to further develop DW's training and consultancy service.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### ***FOR THE YEAR ENDED 31 MARCH 2022***

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##### **Structure, governance and management**

The organisation is a charitable company limited by guarantee and as such is governed by a Memorandum and Articles of Association. The company was incorporated on 11 March 1986 and registered as a charity on 20 March 1986. Each member of the Board has agreed to guarantee the company's debts for the amount of £1 each.

The organisation is governed by a Board of Directors made up of both elected and appointed Directors.

The term of office for elected Directors is three years (subject to any requirement regarding annual rotation of Board members) and appointed Directors up to three years.

Trustees are appointed annually at the Annual General Meeting where the board of directors can appoint a trustee. Casual vacancies are filled by the Board and ratified at the next Annual General Meeting. New Directors are provided with information packs about the organisation and their responsibilities and induction training is arranged.

Directors are responsible for developing the organisations policy and work; managing the organisation including its money and people; and serving the best interests of the organisation at all times.

DW aligns remuneration to local government NJC Scales and uses this to set pay, within the parameters of available funding. As an additional benchmark it reviews salaries offered for similar roles and levels of responsibility in other third sector organisations to help assess appropriate remuneration.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

**FOR THE YEAR ENDED 31 MARCH 2022**

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<b>Company number</b>	1998621
<b>Charity number</b>	517391
<b>Principal office</b>	Brydon House Caerphilly Business Park Van Road Caerphilly CF83 3ED
<b>Auditors</b>	Azets Audit Services Ty Derw Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB
<b>Bankers</b>	National Westminster 19 Cardiff Road Caerphilly Mid Glamorgan CF83 1WF
<b>Solicitors</b>	Hugh James Hodge House 114-116 St Mary Street Cardiff CF10 1DY
<b>Directors and Trustees</b>	Wendy Ashton – to 14 March 2022 Anne Champ John Gladston Amanda Glover – to 26 March 2022 Simon Green – to 14 March 2022 Caroline Holloway Kelvin Jones Trevor Palmer Angharad Price – from 20 October 2021 Deborah Shaffer - from 20 October 2021 Cunqiang Shi- from 20 October 2021
<b>Secretary</b>	Rhian Davies
<b>Key management personnel</b>	Rhian Davies - Chief Executive Miranda Evans - Policy and Public Affairs Manager Gillian Styles – Finance & Compliance Manager

#### **Auditor**

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

**DISABILITY WALES/ANABLEDD CYMRU**  
**TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**  
***FOR THE YEAR ENDED 31 MARCH 2022***

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The trustees' report was approved by the Board of Trustees.

DocuSigned by:

*Caroline E Holloway*

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**C E Holloway - Chair**  
Trustee

Dated: 19 October 2022

## **DISABILITY WALES/ANABLEDD CYMRU**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

#### ***FOR THE YEAR ENDED 31 MARCH 2022***

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The trustees, who are also the directors of Disability Wales/Anabledd Cymru for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity 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 charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

# **DISABILITY WALES/ANABLEDD CYMRU**

## **INDEPENDENT AUDITOR'S REPORT**

### **TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU**

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#### **Opinion**

We have audited the financial statements of Disability Wales/Anabledd Cymru (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- 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 trustees with respect to going concern are described in the relevant sections of this report.

#### **Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

# **DISABILITY WALES/ANABLEDD CYMRU**

## **INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

### **TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU**

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#### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 the trustees 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 charitable company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

## DISABILITY WALES/ANABLEDD CYMRU

### INDEPENDENT AUDITOR'S REPORT (CONTINUED)

#### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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Extent to which the audit was considered capable of detecting irregularities, including fraud  
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

#### Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



**Azets Audit Services**

1-12-2022  
.....

**Chartered Accountants  
Statutory Auditor**

Ty Derw  
Lime Tree Court  
Cardiff Gate Business Park  
Cardiff  
United Kingdom  
CF23 8AB

**DISABILITY WALES/ANABLEDD CYMRU**  
**INDEPENDENT AUDITOR'S REPORT (CONTINUED)**  
**TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU**

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Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

**DISABILITY WALES/ANABLEDD CYMRU****STATEMENT OF FINANCIAL ACTIVITIES  
INCLUDING INCOME AND EXPENDITURE ACCOUNT****FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<b>Income from:</b>							
Donations and legacies	3	280,436	-	280,436	272,445	5,060	277,505
Charitable activities	4	22,445	302,915	325,360	498	273,772	274,270
Investments	5	352	-	352	29	-	29
<b>Total income</b>		<b>303,233</b>	<b>302,915</b>	<b>606,148</b>	<b>272,972</b>	<b>278,832</b>	<b>551,804</b>
<b>Expenditure on:</b>							
Charitable activities	6	229,407	322,290	551,697	228,858	217,324	446,182
<b>Net incoming/(outgoing) resources before transfers</b>		<b>73,826</b>	<b>(19,375)</b>	<b>54,451</b>	<b>44,114</b>	<b>61,508</b>	<b>105,622</b>
Gross transfers between funds		(7,520)	7,520	-	(1,880)	1,880	-
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		<b>66,306</b>	<b>(11,855)</b>	<b>54,451</b>	<b>42,234</b>	<b>63,388</b>	<b>105,622</b>
Fund balances at 1 April 2021		381,714	101,714	483,428	339,480	38,326	377,806
<b>Fund balances at 31 March 2022</b>		<b>448,020</b>	<b>89,859</b>	<b>537,879</b>	<b>381,714</b>	<b>101,714</b>	<b>483,428</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**DISABILITY WALES/ANABLEDD CYMRU****BALANCE SHEET****AS AT 31 MARCH 2022**

	Notes	2022 £	£	2021 £	£
<b>Current assets</b>					
Debtors	11	129,368		42,524	
Cash at bank and in hand		441,691		518,793	
		571,059		561,317	
<b>Creditors: amounts falling due within one year</b>	12	(33,180)		(77,889)	
Net current assets			<u>537,879</u>		<u>483,428</u>
<b>Income funds</b>					
Restricted funds	13		89,859		101,714
<u>Unrestricted funds</u>					
Designated funds	14	225,130		225,130	
General unrestricted funds		222,890		156,584	
			<u>448,020</u>		<u>381,714</u>
			<u>537,879</u>		<u>483,428</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022, although an audit has been carried out under section 145 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 19 October 2022.

DocuSigned by:  
  
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**CE Holloway - Chair of Trustees**

**Company Registration No. 1998621**

**DISABILITY WALES/ANABLEDD CYMRU****STATEMENT OF CASH FLOWS****FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	2022 £	£	2021 £	£
<b>Cash flows from operating activities</b>					
Cash (absorbed by)/generated from operations	20		(77,454)		112,554
<b>Investing activities</b>					
Investment income received		352		29	
<b>Net cash generated from investing activities</b>			352		29
<b>Net cash used in financing activities</b>			-		-
<b>Net (decrease)/increase in cash and cash equivalents</b>			(77,102)		112,583
Cash and cash equivalents at beginning of year			518,793		406,210
<b>Cash and cash equivalents at end of year</b>			441,691		518,793

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2022

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#### 1 Accounting policies

##### Charity information

Disability Wales/Anabledd Cymru is a private company limited by guarantee incorporated in England and Wales. The registered office is Brydon House, Caerphilly Business Park, Van Road, Caerphilly, CF83 3ED.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

#### 1.2 Going concern

The charity is heavily reliant on funding from Welsh Government, should this source of income cease it would have significant implications for the scale and operations of the charity. The trustees have prepared the financial statements on the going concern basis on the basis that grants from Welsh Government will continue to be forthcoming in the future. The charity's core grant from Welsh Government is secured until 31st March 2022.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are funds earmarked for particular purposes by the conditions of the grant awarding body, the donor's wish or the nature of the grant. Where restricted funds received remain partly unspent, they are carried forward to the following period.

#### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2022

---

#### 1 Accounting policies

Income from 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.

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Training and development income is invoiced and included in the Statement of Financial Activities in the period in which the service is provided.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

#### 1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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 on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs.

Direct and support costs have been apportioned based on the time spent on the activity.

Governance costs which are included in support costs include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

#### 1.6 Cash and cash equivalents

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.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2022**

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#### **1 Accounting policies**

##### **1.7 Financial instruments**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### ***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### ***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

##### ***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### ***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

##### **1.8 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

##### **1.9 Retirement benefits**

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

**DISABILITY WALES/ANABLEDD CYMRU****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2022****2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**3 Donations and legacies**

	<b>Unrestricted funds</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>
	<b>2022</b>	<b>2021</b>	<b>2021</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations and gifts	856	51	5,060	5,111
Grants receivable	278,800	270,654	-	270,654
Subscriptions	780	1,740	-	1,740
	<u>280,436</u>	<u>272,445</u>	<u>5,060</u>	<u>277,505</u>
<b>Grants receivable for core activities</b>				
Welsh Government core grant	278,800	269,954	-	269,954
WCVA grant	-	700	-	700
	<u>278,800</u>	<u>270,654</u>	<u>-</u>	<u>270,654</u>

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**4 Charitable activities**

	2022 £	2021 £
Development and training	22,445	5,292
Grants	302,915	268,978
	<u>325,360</u>	<u>274,270</u>
Analysis by fund		
Unrestricted funds	22,445	498
Restricted funds	302,915	273,772
	<u>325,360</u>	<u>274,270</u>
<b>Grants</b>		
Big Lottery Wales Innovation Grant: CDCC	19,997	-
WCVA	17,749	-
Big Lottery UK: DRILL	-	10,372
Womens Equality Network	17,848	-
Welsh Government - DPO Fund	135,000	-
Welsh Government EU Transition Fund	-	30,914
Endeavour Project	-	5,000
Welsh Government Voter Registration	11,803	-
United Nations Convention on the Rights of Persons with Disabilities	35,000	-
Big Lottery - Emerging Future	-	23,500
National Emergencies Trust	-	42,591
DRILL - Webinars	-	5,000
Access to Elected to Office Fund	48,225	25,526
Welsh Government Social Model	17,293	15,000
Welsh Government Reserves & Reconstruction	-	99,864
Welsh Government E Module Disability & Employment	-	3,212
Gwent Domestic Abuse & Disabled People	-	3,000
Disability Entrepreneur Guide	-	4,999
Other	-	-
	<u>302,915</u>	<u>268,978</u>

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
***FOR THE YEAR ENDED 31 MARCH 2022***

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**5 Investments**

	<b>Unrestricted funds</b>	<b>Unrestricted funds</b>
	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Interest receivable	<u>352</u>	<u>29</u>

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

6 Charitable activities	Information/	Development	Policy &	Total	Information/	Development	Policy &	Total	Information/	Development	Policy &	Total
	publications	& training	consultation	2022	publications	& training	consultation	2022	publications	& training	consultation	2021
	£	£	£	£	£	£	£	£	£	£	£	£
Staff costs	39,367	39,367	221,713	300,447	10,164	10,164	219,386	300,447	10,164	10,164	219,386	300,447
Advertising	536	536	1,508	2,580	184	184	184	2,580	184	184	184	552
Communication and transcriptions	1,805	1,805	36,227	39,837	9,160	9,160	9,160	39,837	9,160	9,160	9,160	27,480
Office	2,717	2,717	2,717	8,151	803	803	803	8,151	803	803	803	2,409
Project expenses	-	-	22,483	22,483	-	-	-	22,483	-	-	21,819	21,819
Subscriptions	407	407	407	1,221	1,086	1,086	1,086	1,221	1,086	1,086	1,086	3,258
Sundry	519	519	519	1,557	2,131	2,131	2,131	1,557	2,131	2,131	2,131	6,393
Telephone	1,486	1,486	1,486	4,458	1,720	1,720	1,720	4,458	1,720	1,720	1,720	5,160
Travel and subsistence	187	187	187	561	2,051	2,051	2,051	561	2,051	2,051	2,051	6,153
Website and design rebrand	608	608	608	1,824	-	-	-	1,824	-	-	-	-
	47,632	47,632	287,855	383,119	27,299	27,299	258,340	383,119	27,299	27,299	258,340	312,938
Grant funding of activities (see note 7)	33,628	33,628	33,659	100,915	22,372	22,372	22,371	100,915	22,372	22,372	22,371	67,115
Share of support costs (see note 8)	15,831	15,831	19,466	51,128	15,292	15,291	15,291	51,128	15,292	15,291	15,291	45,874
Share of governance costs (see note 8)	5,512	5,512	5,511	16,535	6,751	6,752	6,752	16,535	6,751	6,752	6,752	20,255
	102,603	102,603	346,491	551,697	71,714	71,714	302,754	551,697	71,714	71,714	302,754	446,182
<b>Analysis by fund</b>												
Unrestricted funds	102,603	102,603	24,201	229,407	71,714	71,714	85,430	229,407	71,714	71,714	85,430	228,858
Restricted funds	-	-	322,290	322,290	-	-	217,324	322,290	-	-	217,324	217,324
	102,603	102,603	346,491	551,697	71,714	71,714	302,754	551,697	71,714	71,714	302,754	446,182

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

7 Grants payable	Information/ publications 2022 £	Development & training 2022 £	Policy & consultation 2022 £	Total 2022 £	Information/publications 2021 £	Development & training 2021 £	Policy & consultation 2021 £	Total 2021 £
Grants to institutions (8 grants):								
Pembrokeshire People's First	4,170	4,170	4,170	12,510	2,807	2,806	2,806	8,419
British Deaf Association	4,972	4,972	4,972	14,916	5,810	5,810	5,810	17,430
RCT People First	5,000	5,000	5,000	15,000	8,656	8,656	8,656	25,968
Self-Able	4,527	4,527	4,527	13,581	500	500	500	1,500
Disability Can Do	5,000	5,000	5,000	15,000	1,666	1,667	1,666	4,999
Disability Arts Cymru	4,442	4,442	4,442	13,326	2,933	2,933	2,933	8,799
Aubergine Cafe	4,998	4,998	4,998	14,994	-	-	-	-
	<u>33,109</u>	<u>33,109</u>	<u>33,109</u>	<u>99,327</u>	<u>22,372</u>	<u>22,372</u>	<u>22,371</u>	<u>67,115</u>
Grants to individuals (5 grants)	519	519	550	1,588	-	-	-	-
	<u>33,628</u>	<u>33,628</u>	<u>33,659</u>	<u>100,915</u>	<u>22,372</u>	<u>22,372</u>	<u>22,371</u>	<u>67,115</u>

**DISABILITY WALES/ANABLEDD CYMRU****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2022**

<b>8 Support costs</b>	<b>Support costs</b>	<b>Governance costs</b>	<b>2022</b>	<b>Support costs</b>	<b>Governance costs</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bank charges	142	-	142	1,576	-	1,576
Cleaning	2,492	-	2,492	677	-	677
IT costs	16,214	-	16,214	17,595	-	17,595
Light and heat	1,800	-	1,800	1,353	-	1,353
Premises	30,480	-	30,480	24,673	-	24,673
Audit fees	-	5,492	5,492	-	5,492	5,492
Accountancy	-	6,502	6,502	-	5,912	5,912
Cost of trustees' meetings	-	1,020	1,020	-	5,038	5,038
Professional fees	-	3,521	3,521	-	3,813	3,813
	<u>51,128</u>	<u>16,535</u>	<u>67,663</u>	<u>45,874</u>	<u>20,255</u>	<u>66,129</u>
Analysed between Charitable activities	<u>51,128</u>	<u>16,535</u>	<u>67,663</u>	<u>45,874</u>	<u>20,255</u>	<u>66,129</u>

**9 Trustees**

None of the trustees (or any persons connected with them) received any remuneration from the charity during the year.

Included in the cost of trustees meetings is an amount of £nil (2021: £nil) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of no trustees (2021: none) were paid in the year, in relation to travel, subsistence and accommodation.

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**10 Employees**

**Number of employees**

The average monthly number of employees during the year was:

	<b>2022</b>	<b>2021</b>
	<b>Number</b>	<b>Number</b>
Service delivery	9	5
Administration	2	2
	<u>11</u>	<u>7</u>

**Employment costs**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Wages and salaries	265,623	211,392
Social security costs	20,873	16,079
Other pension costs	13,951	12,243
	<u>300,447</u>	<u>239,714</u>

**Key management personnel**

The key management personnel as detailed in the trustees report received benefits (including gross salary, employers national insurance and employers pension contributions) totalling £117,729 (2021 - £118,066 ).

There were no employees whose annual remuneration was £60,000 or more.

**11 Debtors**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	32,547	6,052
Other debtors	94,337	-
Prepayments and accrued income	2,484	36,472
	<u>129,368</u>	<u>42,524</u>

**12 Creditors: amounts falling due within one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade creditors	27,949	372
Other creditors	-	1,849
Accruals and deferred income	5,231	75,668
	<u>33,180</u>	<u>77,889</u>

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**13 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2020		Movement in funds		Balance at 1 April 2021		Movement in funds		Balance at 31 March 2022	
	£	£	Resources expended	Incoming resources	Resources expended	Incoming resources	Revaluations, gains and losses	Revaluations, gains and losses	Resources expended	Incoming resources
Big Lottery Wales Innovation Grant:										
CDCC	1,497	-	-	-	1,497	-	-	-	-	1,497
Fawcett Society	2,881	-	-	-	2,881	-	-	-	-	2,881
Big Lottery UK: DRILL	6,937	10,372	(9,160)	-	8,149	-	-	-	-	8,149
DRILL Capacity Building	11,175	-	(1,500)	-	9,675	-	-	-	-	9,675
In Control - Holding Account	3,217	-	-	-	3,217	-	-	-	-	3,217
DRILL Ethics Committee	3,854	-	-	-	3,854	-	-	-	-	3,854
WCVA Wales Volunteering Grant	-	-	-	-	-	17,748	-	(17,748)	-	-
NLCF - Equal Power Voice	-	-	-	-	-	17,848	-	(17,848)	-	-
UNCRDP Civil Social Reporting	-	-	-	-	-	19,997	-	(16,011)	(3,986)	-
New Curriculum for Wales - UNCRDP Resources	-	-	-	-	-	35,000	-	(7,138)	-	27,862
DPO Grants	-	-	-	-	-	135,000	-	(136,536)	1,536	-
	29,561	10,372	(10,660)	-	29,273	225,593	-	(195,281)	(2,450)	57,135

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

13 Restricted funds	Balance at 1 April 2020	Movement in funds			Balance at 1 April 2021	Revaluations, gains and losses	Movement in funds			Balance at 31 March 2022	
		Incoming resources	Resources expended	Transfers			Incoming resources	Resources expended	Transfers		Revaluations, gains and losses
	£	£	£	£	£	£	£	£	£	£	
Tai Pawb Housing	2,200	-	-	-	2,200	-	-	-	-	-	2,200
Welsh Government- Social Model Workshop	-	15,000	(15,000)	-	-	-	-	-	-	-	-
Welsh Government- EU Transition Fund	1,455	30,914	(16,871)	-	15,498	-	-	(144)	-	-	15,354
Endeavour Project	5,110	10,060	-	-	15,170	-	-	-	-	-	15,170
Big Lottery Fund - Emerging Futures	-	23,500	(15,310)	-	8,190	-	-	(7,750)	(440)	-	-
National Emergencies Trust (NET)	-	42,591	(30,793)	-	11,798	-	-	(11,798)	-	-	-
DRILL - Webinars Business Wales	-	5,000	(6,880)	-	-	1,880	-	-	-	-	-
Remote Working Welsh Government	-	3,744	(3,744)	-	-	-	-	-	-	-	-
Access to Elected to Office Fund	-	26,576	(26,576)	-	-	-	48,226	(56,919)	8,693	-	-
	38,326	167,757	(125,834)	-	82,129	1,880	273,819	(271,892)	5,803	-	89,859

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

13 Restricted funds	Balance at 1 April 2020	Incoming resources	Movement in funds			Balance at 1 April 2021	Incoming resources	Movement in funds			Balance at 31 March 2022
			Resources expended	Transfers	Revaluations, gains and losses			Resources expended	Transfers	Revaluations, gains and losses	
	£	£	£	£	£	£	£	£	£	£	£
Business Wales Disability Entrepreneur Guide	-	4,999	(4,999)	-	-	-	-	-	-	-	-
Welsh Government Reserves & Reconstruction	-	99,864	(80,279)	-	19,585	-	(21,302)	1,717	-	-	-
Welsh Government. E Module Disability & Employment	-	3,212	(3,212)	-	-	-	-	-	-	-	-
Gwent Regional Partnership Board	-	-	-	-	-	-	-	-	-	-	-
Domestic Abuse & People with Protected Characteristics	-	3,000	(3,000)	-	-	-	-	-	-	-	-
WG Social Model Voter Registration Grant	-	-	-	-	-	17,294	(17,294)	-	-	-	-
	-	-	-	-	-	11,802	(11,802)	-	-	-	-
	<u>38,326</u>	<u>278,832</u>	<u>(217,324)</u>	<u>-</u>	<u>101,714</u>	<u>302,915</u>	<u>(322,290)</u>	<u>7,520</u>	<u>-</u>	<u>-</u>	<u>89,859</u>

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**13 Restricted funds**

**Big Lottery Wales Innovation Grant: CDCC** is a partnership between Disability Wales and the Wales Co-operative Centre and is funded by the Big Lottery Fund's BIG Innovation Fund. The project will:

1. Develop the UK's first user led Directive Payment co-operative;
2. Increase the uptake of Direct Payments across Wales (particularly from under-represented groups);
3. Support greater choice, voice and control for citizens.

**Fawcett Society- Embolden:** Spirit of Disabled Women is a vision to change negative perceptions of disabled people.

**Big Lottery UK: DRILL** – Funded by Lottery and in partnership with Disability Action Northern Ireland, Inclusion Scotland and Disability Rights UK: DRILL stands for Disability Research on Independent Living and Learning. It is a five year initiative to deliver the world's first major research programme led by disabled people.

**DRILL Capacity Building** - Events to build capacity and promote dissemination of research and share learning from the DRILL Programme.

**In Control** – Holding Account - Wales Alliance – Citizen Directed Support re Personalisation Agenda in Wales.

**DRILL Ethics Committee** - Research ethics are guidelines for making decisions.

**WCVA Wales Volunteering Grant** - Equip project supporting work placements for disabled students.

**NLCF** - Equal Power Voice programme to increase diversity of representation in public and political life in Wales.

**UNCRDP Civil Social Reporting** - report on the implementation of disability rights in Wales to inform the United Nations Committee on Disability Rights' review into the implementation of the United Nations Convention on the Rights of Disabled People in the UK.

**New Curriculum for Wales - UNCRDP Resources** - project to create materials to promote the United Nations Convention on the Rights of Disabled People (UNCRDP).

**DPO Grants** - funding used to provide Disabled People's Organisations with a grants to help with the loneliness/isolation and/or advocacy that disabled people faced during covid.

**Tai Pawb Housing-** Accessible social housing project.

**Welsh Government** - Social Model Workshop - To develop knowledge and understanding of the Social Model of Disability and its importance in the history of disabled people.

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**13 Restricted funds**

**Welsh Government - EU Transition Fund** - The project will deliver a capacity enhancing Brexit support programme for disabled people's organisations (DPO's) and their stakeholders throughout Wales.

**Endeavour Project** - Endeavour aims to inspire and support entrepreneurial ambition among disabled people in Wales.

**Big Lottery Fund** - Emerging Futures- production of a suite of videos and blog made by disabled people on the experiences of lockdown.

**National Emergencies Trust (NET)**- distribution of emergency grants to Disabled People's Organisations (DPOs) across the UK to support disabled people with the impact of Covid-19; DW managed the distribution in Wales on behalf of a UK wide consortium of national DPOs.

**DRILL**- Webinars - a series of webinars to promote the findings of DRILL Research projects.

**Business Wales Remote Working** - production of online fact sheets on good practice in supporting disabled employees working remotely.

**Welsh Government Access to Elected Office Fund** - set up and management of a fund to assist with addressing the barriers faced by disabled people standing as candidates in the Senedd 2021 and Local Government 2022 Elections.

**Business Wales Disability Entrepreneur Guide** - production of guidance for business advisors working with disabled entrepreneurs.

**Welsh Government Reserves & Reconstruction**- additional funding awarded to extend the reach in Wales of the NET Covid-19 DPO Emergency Grants.

Welsh Government E Module Disability & Employment- development of Disability Equality Training e-module for employers.

**Gwent Regional Partnership Board Domestic Abuse & People with Protected Characteristics**- research into the experiences of disabled victims experiencing abuse and service providers; and production of report.

**WG Social Model** - delivery of training on the Social Model.

**Voter Registration Grant** - campaign to encourage disabled people to register to vote.

**DISABILITY WALES/ANABLEDD CYMRU****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2022****14 Designated funds**

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds		Movement in funds		
	Balance at 1 April 2020	Incoming resources	Balance at 1 April 2021	Incoming resources	Balance at 31 March 2022
	£	£	£	£	£
Bursary scheme	32	-	32	-	32
Campaigns	9,650	-	9,650	-	9,650
Legacies	156,949	-	156,949	-	156,949
Redundancy	58,499	-	58,499	-	58,499
	<u>225,130</u>	<u>-</u>	<u>225,130</u>	<u>-</u>	<u>225,130</u>

**Bursary scheme** – is designated for full members or disabled individual members to access to attend DW events, expenditure is released each year when incurred in relation to this fund.

**Campaigns**- is designated for future campaign costs, expenditure will be incurred in future periods.

**Legacies**- a legacy was received by the charity in a previous financial year. This has been designated for future project use. Expenditure will be incurred in future periods.

**Redundancy** – this is designated for future costs that may be incurred should the organisation cease, expenditure is released when incurred in relation to this fund.

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

15 Analysis of net assets between funds																
Fund balances at 31 March 2022 are represented by:																
Current assets/(liabilities)																
	Unrestricted funds		Designated funds		Restricted funds		Total		Unrestricted funds		Designated funds		Restricted funds		Total	
	2022	£	2022	£	2022	£	2022	£	2021	£	2021	£	2021	£	2021	£
	222,890		225,130		89,859		537,879		156,584		225,130		101,714		483,428	
	<u>222,890</u>		<u>225,130</u>		<u>89,859</u>		<u>537,879</u>		<u>156,584</u>		<u>225,130</u>		<u>101,714</u>		<u>483,428</u>	

**DISABILITY WALES/ANABLEDD CYMRU****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2022****16 Operating lease commitments**

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	15,300	20,400
Between two and five years	-	15,300
	<u>15,300</u>	<u>35,700</u>

**17 Status of the Company**

The charity is a company limited by guarantee and not having share capital, exempt from the requirement to use the word "limited" and registered as a charity. The liability of the members is limited to £1 each.

**18 Related party transactions**

The charity was under the control of the trustees throughout the current and previous year.

The Chief Executive Rhian Davies is a member of WDRG (Wales Disability Reference Group). The WCVA, which Rhian Davies is a director of, paid Disability Wales £8,874 (2021: £700) for its participation in voluntary sector partnership activities with Welsh Government represented by Rhian Davies. There were no amounts outstanding at the year end.

**19 Pension Costs**

The pension scheme is run by Royal London. The total cost to the charity for employers' contributions to the scheme during the year was £13,951 (2021: £12,243). Contributions due at the year end are £nil (2021: £1,849).

**20 Cash generated from operations**

	2022 £	2021 £
Surplus for the year	54,451	105,622
Adjustments for:		
Investment income recognised in statement of financial activities	(352)	(29)
Movements in working capital:		
(Increase) in debtors	(86,844)	(38,406)
(Decrease)/increase in creditors	(44,709)	45,367
<b>Cash (absorbed by)/generated from operations</b>	<u>(77,454)</u>	<u>112,554</u>

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
***FOR THE YEAR ENDED 31 MARCH 2022***

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**21 Analysis of changes in net funds**

The charity had no debt during the year.

**DISABILITY WALES / ANABLEDD CYMRU**

England & Wales - Charity number 517391

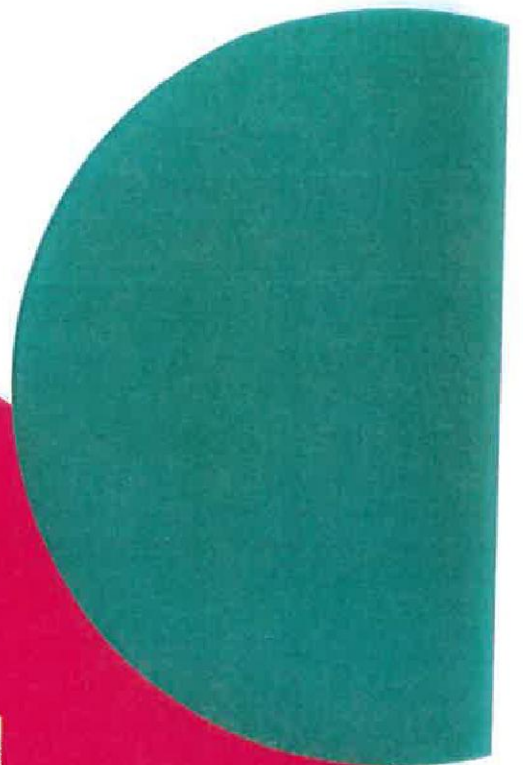
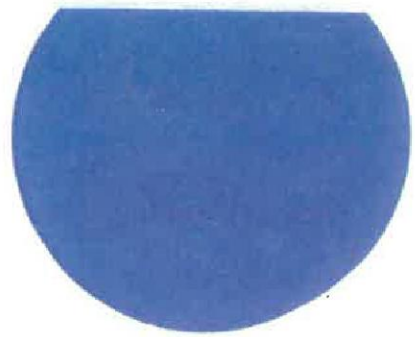
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# Accounts

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Disability Wales  
Anabledd Cymru



**Annual Report and  
Financial Statements**  
For the Year Ended  
31 March 2021

Charity Number: 517391  
Company Number: 1998621

# DISABILITY WALES/ANABLEDD CYMRU

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# **DISABILITY WALES/ANABLEDD CYMRU**

## **CHAIR, CEO AND TREASURER STATEMENT**

### **FOR THE YEAR ENDED 31 MARCH 2021**

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#### **Chairperson's Report**

Disability Wales exists to champion the rights and equality of all disabled people in Wales. As a membership organisation run by disabled people, we provide a strong voice and leadership to influence policy on the issues that matter to our members.

This year has been different in the extreme. How people have come together to move the organisation forward has amazed me! Right from the start of the new year in April 2020 things were so different. Just four staff, all working from home, and the Board being introduced to the vagaries of Zoom. For some, this wasn't new, but for most of us, whether technically savvy or not, this was a new experience, to which we became familiar very quickly. It was the top of our vocabulary! Zoom Board meetings, finance meetings, training, AGM... the list goes on. Although Zoom has led us successfully through the year, we, on the Board, miss the chance, if just occasionally, for a face to face meeting, where you can better gauge people's true thoughts and feelings.

Income generation opportunities have been limited during lockdown, although some grant monies have been available to us. We remain on roll-over funding, this is a cut in real terms when inflation is taken into account. Our unique selling-point, and proudly value-driven approach to working with, and supporting our members, makes it difficult for us as a Board and organisation, to achieve our aims and objectives, whilst sourcing partners who will work to maintain those values and objectives, which could be quite different from their own. So co-operative and collaborative working takes a significant amount of research. It is difficult when we are a standalone umbrella organisation, and also not a service provider.

Media and social-media exposure appear to have increased, with major outlets seeing Disability Wales as the reliable 'go-to' organisation in exposing and publicising matters of great concern to disabled people throughout Wales, especially with the disproportionately negative effects the pandemic has had on disabled people across both Wales and the U.K. Thanks to the whole staff team, but specifically Miranda Evans, for leading this work in raising the profile of issues affecting not just our members, but all disabled people.

We have continued to support our members throughout, we have just had to be creative in how we have done this, whether through e-news, the website, social media channels, not forgetting the AGM, webinars, and dedicated topical sessions all delivered through Zoom. Thanks to Elin Williams, our Social Media and Communications Officer, and Alex Osborne, our Information Officer, who have led on many of the initiatives.

We continued lobbying work with both the Welsh and national governments. It is even more pertinent during the pandemic, given the experiences of many disabled people.

With all DW staff working from home, in line with Welsh Government guidelines, we wanted to maintain our commitment to university student placements. These have taken place remotely, with the students variously feeding back comments about how welcoming they have found DW, how nice it was to be included in staff or external meetings, and how much more they now understand the social model of disability. Many thanks to those individuals who have helped promote the work of Disability Wales, within, and outside their placement. We hope they found their time with Disability Wales productive and enjoyable.

Once again, I must thank all our Directors for the support they have shown both me and Disability Wales. At the AGM we welcomed two new Directors to the Board, Anne Champ and John Gladstone. I also wish to thank the staff for delivering the day-to-day work of the organisation, projects, training and events, in such unfamiliar surroundings. Finally, to our Chief Executive, Rhian Davies, thank you for your support to myself and the Board, Rhian's knowledge and experience helps to hold Disability Wales in such high esteem.

Let us all work together and support each other through these continuing difficult times to secure the standing and presence of Disability Wales as we move forward into next year.

**Wendy Ashton**  
**Chairperson**

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### FOR THE YEAR ENDED 31 MARCH 2021

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#### Chief Executive's Report

The impact of Covid-19 on society overall and disabled people particularly, has been profound and far-reaching. The pandemic exposed the inequalities that already existed in society. Ten years of austerity has taken its toll on disabled people's incomes and rights to independent living. The past year has exacerbated the perilous situation in which many disabled people find themselves. ONS revealed that in Wales, disabled people comprise 68% of deaths from Covid-19, well above the UK average of 59%. Even more shocking was how little political, public or media attention was focussed on this grim finding. Deaths among older and disabled people were regarded as inevitable rather than preventable.

DW dedicated the launch event of our *Bring us our Rights* Manifesto, held on the International Day of Disabled People, to the memory of all disabled people who had lost their lives directly or indirectly to Covid-19. We pledged that their deaths would not be in vain and that we would use our Manifesto campaign to build back better and create the fully inclusive world which all disabled people deserve.

Through the dedication of staff and Board, we remained fully operational throughout the pandemic. Setting ourselves up as a virtual organisation overnight, we continued to deliver our work programme, albeit focussed initially on responding to the emergency. We aimed to keep members informed of latest developments and equipped as far as possible to respond to the different phases of the crisis. We provided regular updates on evolving government guidance, using reliable sources of information and counteracting misinformation, for example, regarding exemptions from mask wearing and vaccination scams.

We arranged online consultation events and raised members and beneficiaries' issues and concerns with Welsh Government Ministers and senior officials, including on matters affecting people shielding, the impact of the reduction in services and the overnight transformation of the streetscape, which created further barriers for many disabled people. As well as involving members in mainstream media stories, highlighting the significant impact of Covid-19 on disabled people, we created a platform for beneficiaries to tell their own, through video projects such as *Lockdown Life* and the NLCF funded *Unlocked Lives*.

Despite the challenges, we have delivered our work programme targets building on previous achievements and progressed with work planned pre-Pandemic. This includes production of the *Bring us our Rights* Manifesto ahead of the Senedd 2021 elections, our campaign to promote the Social Model of Disability, and provision of online sources on the impact of Brexit on disabled people.

In total we delivered 19 engagement events to 388 participants across Wales many related to the impact of Covid, but also the development of the Manifesto and our Social Model campaign. 144 participants working in WG employment services attended 4 training sessions on the Social Model of Disability with the aim of improving support and provision to disabled people seeking work. To inform a range of policy consultations we circulated 5 online surveys on different themes which were completed by 367 respondents.

We substantially increased our reach and influence online through our website which attracted over 200k views, with 12k visiting our Social Model pages. Nearly 1,500 new followers joined our Twitter and Facebook platforms, extending our social media reach to approximately 18.7K organisations and individuals. DW's Twitter posts achieved 1.7million impressions. We produced and uploaded 17 video explainers on the impact of Brexit on disabled people and produced an online toolkit for Business Wales advisors to better support disabled entrepreneurs.

We are delighted to welcome two Disabled Peoples Organisations into full membership: Aubergine Café and the Spinal Injuries Association, bringing the total to 29 full member DPOs. We are particularly proud to have distributed £163K in Covid Emergency Grants to 9 DPOs in Wales, as part of a UK wide consortium of National DPOs, which was awarded £1.3m by the National Emergencies Trust.

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### FOR THE YEAR ENDED 31 MARCH 2021

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In Wales additional funding from Welsh Government boosted the number of projects we were able to fund as well as extend their services and activities. It is the first time that a fund specifically targeted at DPOs in Wales has been available. It provided a platform for their vital work in supporting disabled people in their communities, helping to tackle isolation, support independent living and increase income. To help with the sustainability of their work beyond the emergency funding, we appointed Richard Newton Consultancy to provide bespoke training and coaching to the DPOs involved in the programme.

DW's core role is to represent the views of members with the aim of informing and influencing government policy. Led by Policy and Research Officer Meg Thomas, the *Bring us our Rights Manifesto* was the successful product of engagement with over 200 members and beneficiaries via online focus groups and surveys. 68% of respondents told us that they did not feel that their rights were being adequately enforced and 76% were not confident that this would improve over the next 5 years. Not surprisingly, the main call for action within the Manifesto was incorporation of the UNCRDP in Welsh law. This achieved cross party support during the Senedd Elections and is now a commitment within the Programme for Government.

This and other calls to action were also included in the recommendations of the evidence-based report *Locked Out: liberating the lives and rights of disabled people in Wales beyond Covid-19*. Commissioned from the Disability Equality Forum by the then Deputy Minister and Chief Whip Jane Hutt MS, it was written by Prof Debbie Foster in coproduction with a steering group of disabled people and Forum representatives. It was a great privilege to chair the Steering Group that produced such a hard-hitting report. Drawing on more than 300 items of evidence, detailing the discrimination and exclusion faced by disabled people during the pandemic, the Steering Group presented the report to the First Minister Mark Drakeford MS. Acknowledging the seriousness of the findings, he agreed to the formation of a Disability Rights Task Force which would consider the report recommendations and draft an Action Plan to address these.

A key finding in the *Locked-Out* report was that the lack of disabled people in positions of influence contributed to decisions that had negative consequences for many disabled people. DW has long lobbied for more support to tackle the barriers faced by disabled people standing for elected office to ensure that political decision makers reflect wider society. We were delighted therefore when Welsh Government put forward legislation to enable the establishment of the Access to Elected Office Fund in Wales and to secure the contract to deliver the scheme. Philip Westcott was recruited as Civic Participation Officer and the Fund supported two disabled candidates standing in the Senedd Elections.

In addition to Philip, we were also pleased to welcome Emma Cooksey as Finance and Administration Officer, Alex Osborne as Information Officer and Leandra Craine as DPO Emergency Fund Co-ordinator. The recruitment and induction process was undertaken online with everyone working remotely and very effectively since their appointments.

Leandra is a former student intern via Go Wales and we were delighted to continue to offer placements to 7 disabled students throughout the year albeit on a virtual basis. To broaden the opportunities available, we submitted a successful bid to WCVA Volunteering Wales to support student placements with DPOs around Wales.

As new projects got off the ground, the NLCF funded four nation DRILL Programme concluded following 5 successful years. DRILL (Disability Research on Independent Living and Learning) has promoted research coproduction between disabled people and their organisations, academia, research bodies and policy makers. The programme has funded over 35 coproduced research and pilot projects across the UK, five of which were based in Wales. The projects identified solutions regarding how disabled people can live as full citizens and take part socially, economically and politically. Through DRILL, disabled people have had direct influence on decisions that impact on their independent living, particularly in relation to policies, legislation and services.

# **DISABILITY WALES/ANABLEDD CYMRU**

## **CHAIR, CEO AND TREASURER STATEMENT**

### ***FOR THE YEAR ENDED 31 MARCH 2021***

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For a smaller nation like Wales – which has not benefitted from an academic Centre for Disability Studies, for instance – DRILL has played a crucial role in highlighting the wider relevance of social research to disabled people and DPOs. The Wales DRILL advisory group – led by disabled people and disability rights activists – has driven the Programme and made decisions about which projects to fund. DRILL teams, those who are 'experts by experience', have become part of research and policy-making conversations by building networks with universities, local authorities, Welsh Government and beyond.

At a celebratory online event, attended by the Deputy Minister and Chief Whip Jane Hutt MS, presentations were given by representatives of the five coproduced research projects funded in Wales. DW hosted a series of webinars aimed at disseminating learning and demonstrating impact in specific areas, most notably DRILL's unique approach to developing a coproduced process for ethical approval of research projects. Another popular webinar highlighted research regarding career opportunities for disabled graduates. As well as featuring findings from DRILL research projects, it also included presentations from former DW student interns. We are indebted to our DRILL Wales Programme Officer Dr Jody Mellor who delivered such a successful scheme on our behalf and contributed much to the overall programme across the UK.

Throughout the year our small team of Directors and staff have continued to strive for the rights and equality of disabled people. Special thanks go to Policy and Programmes Manager, Miranda Evans for her leading role in inducting a whole new team online and developing a strong sense of unity and purpose despite the challenges of remote working. Much is owed to our volunteer Board, led by Chairperson, Wendy Ashton for their wisdom and dedication in directing the organisation in such unchartered times.

*Bring us our Rights!*

**Rhian Davies**

# **DISABILITY WALES/ANABLEDD CYMRU**

## **CHAIR, CEO AND TREASURER STATEMENT**

### **FOR THE YEAR ENDED 31 MARCH 2021**

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#### **Treasurer's Report**

At the end of the 2019-2020 financial year, we were just entering a period of great uncertainty, with the introduction of 'lockdown'. Staff had already started working from home, and 'Zoom' and 'Microsoft Teams' were not in common parlance, familiar only to a relatively few organisations in the working world. From the start of the new financial year, 'Zoom' was deemed the package of choice for the organisation, and we, as a Board, were offered a familiarisation session. So began our new existence. Everything was communicated through email, social media, or 'Zoom'. Happily, it works conveniently with a range of speech-to-text services, so is accessible to most with hearing impairments too.

Project meetings, staff meetings, Board meetings and even the AGM were delivered via Zoom. Why have I spent so much time speaking of 'Zoom?', well, it might have made tasks and working life easier for many, but it also has major effects on the budget. Lockdown caused many unforeseen issues. It may have saved money on the budget, through less travel, utilities, Board costs, but we still had a commitment to the fixed office cost for which we have contractual obligations - rent, service charges, utilities, etc. all while the office remained empty. We also needed to purchase equipment individual staff needed to work safely from home.

Having struggled throughout the previous year to secure funding to support the running of the organisation, and meeting our aims, we were notified by the Welsh Government, towards the financial year end that we had been awarded additional funding. We had gone from not having enough money, without dipping into our reserves, to having a significant pot of money, but we had to think and act fast.

We took on three staff initially during this time - all recruited over Zoom, with none of them actually meeting face-to-face. However, over the year we also recruited an information officer, office support, and project officers. We continued with student placements too, all supporting our projects, whilst developing their knowledge and skills.

While the five-year programme DRILL came to an end, we had a number of smaller, short-term projects and commissions which boosted our income, although ultimately, we aim to focus on bigger, more sustainable, and less admin intensive, projects.

We had a very productive Strategic Review day, involving Board and staff. Delivered over Zoom, we had individual tasks, whole group discussions and break-out groups. It was a very different experience, and the first time we had undertaken an activity in this manner. It was a very positive day, and we were able to move forward on the outcomes.

Disability Wales holds reserves for many reasons, both contractual and restricted, in order to:

- Meet our contractual liabilities should the organisation have to close.
- Meet unexpected costs.
- Replace equipment as it wears out.
- Provide working capital when funding is paid in arrears which would place DW in a position where it could bid for funding.
- Fund specific projects and activities agreed by the Board and not met by other sources of income.

From time to time funding has certain restrictions which means that by law it must be held in a restricted reserves account until it is spent in line with the funding agreement.

Having spent previous financial years facing significant shortfalls, which the Board had agreed to underwrite, we ended this financial year with a surplus. With regard to the surplus on restricted income, this is partly due to receiving advance funding for projects that were delivered across two financial years.

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### *FOR THE YEAR ENDED 31 MARCH 2021*

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With respect to Welsh Government funded initiatives, given the impact of Covid-19 restrictions on budgets and not being able to progress work as anticipated, it agreed to any underspend being carried over into the next financial year, to enable work to be completed.

Nevertheless, while online working contributed to reduced costs, the surplus in unrestricted funds also represents DW's ability to generate income for the organisation particularly through the growth in training and consultancy. DW's ability to diversify income will contribute to a more financially sustainable organisation that is less reliant on the vagaries of grant funding.

As with the third sector overall, we have experienced a unique set of circumstances that we cannot either compare with the previous years or use to base any predictions moving forward. Welsh Government Equality and Inclusion Funding for 2021-2022 remains on roll-over until there is an announcement about the new grant opportunities. We still seek financial stability and sustainability; however, for DW, at the present, we are in a much stronger position, with a positive outlook.

As always, I would once again like to thank both our Board members and staff for their commitment and endeavours through extreme times, and the complexity of achieving everything through Zoom. During the early part of the year, DW's Finance and Resources Manager, Paula Reed, moved on to a new opportunity, and I thank her for all the work she did to support DW, and those of us who have been Treasurer, for over 20 years. I would like to thank Claire Thompson and her team at Azets, our accountants, for their ongoing help and advice, and particularly Jessica Bailey who has supported us with our management accounts, assisted by our own Finance and Administration Officer, Emma Cooksey.

**Mandi Glover**  
Treasurer

# **DISABILITY WALES/ANABLEDD CYMRU**

## **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

### **FOR THE YEAR ENDED 31 MARCH 2021**

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The trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's [governing document], the Companies Act 2006 and "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 2019)".

#### **Objectives and activities**

Disability Wales is the national association of Disabled People's Organisations striving for the rights and equality of all disabled people.

The purposes of the charity, as set out in its governing document, are to assist the relief of all disabled people in Wales. The main activities undertaken in relation to those purposes are noted throughout the report.

#### **Public benefit**

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set. The main activities undertaken to further the charity's purposes for the public benefit are noted throughout the report.

#### **Strategic Aims and Objectives**

**Strategic Aim 1: To influence policy and decision makers at all levels, through acting as an effective advocate for the views, priorities and interests of our members**

- Strategic Objective 1: To represent the interests of disabled people in Wales to Welsh Government and other decision makers
- Strategic Objective 2: to secure rights, equality and independent living in order to improve the well-being of disabled people

**Strategic Aim 2: To develop and support the work of organisations managed and controlled by disabled people**

- Strategic Objective 1: To provide information, advice and support to member organisations
- Strategic Objective 2: To design and deliver training and development programmes for member groups

**Strategic Aim 3: To lead and develop an effective, sustainable organisation and ensure sound and robust governance**

- Strategic Objective 1: To lead and manage an effective and efficient organisation for the benefit of disabled people
- Strategic Objective 2: To ensure sound and robust governance of the organisation
- Strategic Objective 3: To innovate, develop and deliver a range of income generating services that benefit disabled people

#### **Mission**

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### Core Role

Disability Wales' core role is to reflect the views of disabled people's organisations to government with the aim of informing and influencing policy.

#### Outcomes, Objectives, Achievements and Performance

Outcome 1: Gain a greater understanding of the experiences and needs of disabled people to help inform national policy

#### Objectives

1. Engage and consult disabled people regularly on the matters that affect them, offering a mixture of local, regional and national events.
2. Provide an informed response to key Welsh Government consultations and other consultations as relevant, to ensure that the voice of disabled people is heard on the matters that affect them most.

#### Engagement with Members

##### Impact of Covid-19:

- During first phase of Lockdown, launched #LockdownLife, a digital media project whereby using tablets and smart phones, 9 participants representing the diverse community of disabled people in Wales captured their thoughts and daily life during lockdown. These were professionally edited and shared widely on social and mainstream media
- Secured grant from NLCF Emerging Futures for follow up video initiative Error in formula - >#UnlockedLives<- to capture the views and experiences of disabled people regarding Lockdown and their thoughts for the future beyond Covid-19
- 11 beneficiaries signed up for the project, to work with professional documentary film makers Dogma Films in producing user generated video content and provide interviews for a feature length film of broadcast quality
- Delivery of three focus groups involving 25 participants in total, on specific topics related to the pandemic: Rights and Equality; Housing and Employment; and Direct Payments and Personal Assistant Employment. Findings from focus groups informed responses to a range of consultations undertaken by Welsh Government, Senedd Committee on Equality, Communities and Local Government and Social Care Wales as well as funding bids

#### Annual Conference and AGM

- 12th November; *Beyond 2020: New Opportunities or Same Barriers?*
- Guest speakers – Prof Simon Hoffman, Swansea University; Prof Debbie Foster, Cardiff Business School; Dr Charles Whitmore, Brexit Forum Wales; Dr Alison Tarrant, Cardiff Law School
- Conference explored challenges and potential opportunities for disabled people posed by Covid-19 and Brexit
- Attended by 71 beneficiaries

#### BIHR Training Session: What are Human Rights?

In partnership with British Institute for Human Rights, DW delivered a training session on the Human Rights Act to 18 beneficiaries with the aim of improving knowledge and understanding regarding how it can be utilised re ensuring access to services particularly in the context Covid-19.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

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### Digital Inclusion Training

In recognition that many disabled people do not have the skills to access online events and services, highlighted by the pandemic, in partnership with Digital Communities Wales, DW ran two sessions for beneficiaries to help improve confidence and skills.

### Senedd Cross Party Group on Disability

As a member of the Wales Disability Reference Group, DW assists with planning and arrangements for the Cross Party Group on Disability, chaired by Mark Isherwood MS. The CPG met four times during the year and provides an opportunity for disabled people to raise issues with Senedd Members and act as a mechanism to hold Welsh Government to account on progress with disability rights and equality.

DW contributes agenda items, provides speakers and at the meeting on 2nd July, attended by the Deputy Minister and Chief Whip Jane Hutt and 81 beneficiaries, briefed two of the five disabled people on the Panel to discuss their experiences in relation to Covid-19.

### Bring us our Rights: Disabled People's Manifesto

**9 focus groups delivered online to beneficiaries to inform development of DW's Manifesto ahead of the Senedd 2021 Elections. Focus Groups attended by 119 participants in total:**

- Disabled People's Rights & Enforcement
- Health & Social Care
- Poverty & Digital Inclusion
- Employment & Transport
- Housing
- Hate Crime
- Disabled Women
- BAME Disabled People
- LGBTQ+ Disabled People

An online survey circulated to beneficiaries to inform development of the Manifesto; 120 responses received  
In total 240 individuals have engaged with the Manifesto consultation

Draft Manifesto developed; arrangements for production of alternative formats; launch date 3rd December

### Launched 3rd December (IDDP) at online event

- Cross Party Panel of Speakers: Deputy Minister and Chief Whip Jane Hutt MS; Mark Isherwood MS; Nadine Marshall, Plaid Cymru Prospective Candidate for Police and Crime Commissioner; Leena Farhat, Equality and Diversity Officer Lib Dems and Senedd Candidate
- Two focus group participants provided personal views: Terry Mills and Adele Rose Morgan
- Manifesto was informed by the views and experiences of over 240 disabled people who attended one or more of the nine focus groups (total 119 participants) or responded to the online survey (120 respondents)
- Manifesto produced in Welsh, English, Easy Read and BSL and uploaded to DW website
- 72 beneficiaries attended
- DW's main call to action – incorporation of the UNCRDP in Welsh law received cross Party support in the Senedd Elections and is a commitment in the Programme for Government.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### **Social Model of Disability Campaign**

Preparatory work undertaken to inform development of the campaign to raise awareness and understanding of the Social Model of Disability among beneficiaries and stakeholders. Campaign follows the Social Model – Join the Conversation initiative commenced pre-pandemic in 2019 and commissioned by Welsh Government in relation to their renewed commitment to the Social Model.

- 2 webinars on Social Model delivered: 3rd & 17th November
- 78 participants in total
- 1 online survey circulated to find out more about level of knowledge and understanding of the Social Model among members and stakeholders: 97 responses received; draft report and findings produced

Feedback survey for from SMD Webinars achieved 26 responses and indicated that beneficiaries found the webinar useful and helped improve their knowledge of the Social Model.

#### Responses:

Did you find the webinar useful; do you now have a better understanding of the Social Model of Disability?

Yes – 23

No – 3

Following the webinar how would you rate your knowledge of the Social Model of Disability?

Very Good – 8

Good – 14

Somewhat Good - 4

Not so Good – 0

Not Good at all - 0

#### **Equality, Inclusion and Intersectionality**

Recognising that disabled people have other protected characteristics, DW works in partnership with equality organisations to arrange, deliver and contribute to events that raise awareness of intersectionality and the particular issues that this brings.

- WEN Wales Online Café on Disabled Women: 22nd May (DW provided a Panel speaker)
- Race, Racism and Intersectionality Online Conference (in partnership with EYST, WEN Wales & Stonewall Cymru): 28th January, DW contributed to planning and provided a panel speaker

DW circulated details of all events to members, and beneficiaries were well represented in the audiences.

#### **Consultations**

DW's core role is to represent the voice of disabled people to government with the aim of informing and influencing policy. It fulfilled this role in relation to 16 specific consultations on Covid and more general policy issues. Views were gathered from beneficiaries through focus groups and online surveys.

#### **Surveys: Covid-19**

- Survey circulated to gather views and experiences regarding lockdown and recovery plans. The survey attracted nearly 100 responses from beneficiaries. Findings informed responses to a range of consultations undertaken by Welsh Government, Senedd Committee on Equality, Communities and Local Government and Social Care Wales as well as funding bids
- Easing of Lockdown Restriction Survey - 103 responses
- Working from Home Survey - 26 responses

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### Consultation Responses

##### Impact of Covid-19

- Local Government, Equality and Communities Committee Inquiry submitted in July, alongside oral evidence.
- DWP: Covered easements, safety in work, what to retain from pandemic, supporting COVID-secure workplaces and information about easements reaching disabled people.
- WG FAQs Tourism, Hospitality and Retail Sectors: contributed written response re lifting of restrictions and introduction of social distancing measures
- WG Shielding: contributed to consultation and letters re pausing shielding
- WG Review re suspension of Schedule 12 Coronavirus Act (2020) duties of LA under SSWBWA

##### General

- WG Disabled People and Employment Toolkit: provided written comments on draft toolkit
- WG Reducing single use plastics - Proposals to ban nine single use plastic products in Wales, based on input from survey
- Views on basic income in Wales, given to Autonomy to feed into their report to the Future Generations Commissioner
- WG Access to Elected Office Fund Wales (based on input from 3 focus groups involving 28 beneficiaries)
- WG Draft Transport Strategy: submitted response based on input from online survey completed by 87 beneficiaries
- Older People's Commissioner: Ageing and Wellbeing Strategy, based on responses from two focus groups involving older disabled people
- WG Rebalancing Care and Support
- WG Future of Equality and Inclusion Grant
- UK Disability Strategy Roundtable: facilitated workshop for beneficiaries from Wales to contribute views to UK Government's proposed Disability Strategy

Outcome 2: Promote and raise wider awareness of the rights of disabled people and the issues that affect them, and empower them to make informed choices.

#### Objectives

1. Work with national organisations and third sector organisations to provide advice and information on matters relating to disability equality and rights. This would include WLGA, WCVA, NHS and EHRC
2. Maintain and develop DW's new website to provide a source of information and a signposting service for members and stakeholders. This will include providing regular updates on current events and latest news affecting disabled people.
3. Promote wider awareness of rights and equality for disabled people, including awareness of the UN Convention on the Rights of Disabled People, at a local level. This could be, for example, through infographics, short films, a programme of engagement and/or training with local authorities, health boards, schools, or colleges.
4. Support/encourage the development of local Disabled People's Organisations and Centres for Independent Living by providing advice, information and signposting services.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### Third Sector Collaboration: Covid-19

##### Wales Disability Reference Group (WDRG)

WDRG Statement on the Rights of Disabled People: over 1400 signatures in support of statement; response from Chief Medical Officer and Chief Nursing Officer circulated to Local Health Boards and Clinicians Representative Bodies clarifying position regarding Do Not Attempt Resuscitation Notices & that decisions regarding treatment must be made on assessment of individual benefit.

##### Disabled People's Organisations Covid-19 Emergency Fund

As a member of a UK wide Disabled People's Organisations (DPO) Consortium including Disability Action NI, Inclusion Scotland and Inclusion London, a successful bid to the National Emergencies Trust secured £1.5m fund to distribute grants to DPOs across the UK, to help deal with issues caused or made worse by Covid-19.

DW secured additional funding from WG to boost the NET DPO Emergency Fund and support more projects in Wales and extend the reach of projects.

- 14 funding applications submitted from DPOs in Wales
- 9 Welsh DPOs funded across Wales
- £163,146 distributed in project grants

#### Communications and Information with Members and Stakeholders

- Dissemination of information, updates and guidance via email: on average 3 times per week
- Daily postings on Facebook & twitter

#### E news

- 6 issues produced and circulated to 463 members and beneficiaries across the year

#### Social Media Analytics

**DW utilised its significant social media presence to circulate news and information from reliable sources on Covid-19 and other issues to a wider range of beneficiaries**

Facebook: increase from 4,132 to 4,683 followers – **551** new followers

Twitter: increase from 13.2k to 14.1 followers – **914** new followers

Overall Twitter impressions: 1,780,000

#### Website

Website views: 203,069

Unique visitors: 65,661

#### Top Performing pages

- Home Page: 50,089 views
- Social Model page: 12,166 views

#### News Releases and Blog Posts

21 news releases and blog posts on a range of topics of interest to beneficiaries including Covid-19 updates, announcements about new projects and opportunities within DW including jobs and student internships.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### Coronavirus

Working in partnership with Wales Disability Reference Group members, produced and posted statements on concerns over impact of measures to tackle the coronavirus pandemic on disabled people including fears over blanket use of DNAR notices

- Collated issues and concerns from members to provide weekly updates to WG officials, including on accessibility of information and materials; tackling scams; employment of PAs; access to PPE; support for food shopping
- Produced FAQ info sheet on key issues and uploaded to website
- Produced factsheets on contact details and services provided by local authorities and CVCs in Wales
- Continuously updated website information pages on Covid-19  
<https://www.disabilitywales.org/covid-19/>

#### Online Resources

##### Disabled People and Brexit – What Next?

DW received EU Transition Funding to deliver a capacity enhancing Brexit support programme for disabled people's organisations (DPO's) and their stakeholders throughout Wales. It provided information and engagement opportunities tailored to disabled people's access requirements with the intended impact of increasing understanding, building resilience and capacity and mitigating some of the negative wellbeing impact of Brexit on disabled people.

##### Phase 1

Release on Social Media of 10 videos created featuring presentations from the Brexit and Disabled People events and interviews with participants.

##### Views

YouTube: 362; Facebook: 761; Twitter: 3,409; Combined: 4,432

##### Total Impressions

Facebook: 1,568; Twitter: 36,938; Combined: 38,506

##### Phase 2

- With expertise from the Brexit Civil Society Forum, production of 17 **Video Explainers** which addressed questions and concerns raised by participants during the events on topics such as: Healthcare and access to medicines, employment of Personal Assistants from the EU, Blue Badges, Employment Rights and Human Rights.
- Total views
- YouTube: 646
- **Total Impressions**
- Facebook: 2,259 Twitter: 14,942 Combined: 17,201

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

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### Most viewed/impactful video explainers

Video	You Tube Views	Facebook Impressions	Twitter Impressions
Brexit: an overview	106	535	1,075
Brexit and Blue Badges	91	129	1,338
Human Rights after Brexit	23	183	1,139
European PAs and Brexit	28	93	2,512

### Total for entire campaign:

- Views: 5,080
- Impressions/Reach: 55,707
- A platform for the videos and other materials related to the project was created:
- [www.disabledpeopleandbrexit.co.uk](http://www.disabledpeopleandbrexit.co.uk)

### Remote Working

- Production of resources on Disabled People and Remote Working for Business Wales

### Self-Employment and Disabled People

- Production of toolkit aimed at disabled entrepreneurs for Business Wales

### Domestic Abuse and People with Protected Characteristics Gwent

- Contributed to report for Gwent Regional Partnership Board, on experiences of disabled people experiencing domestic abuse obtained via interviews and mapping exercise of support services available

### Training

#### Tackling Barriers to Disabled People's Employment

Delivery of Social Model Training to Welsh Government Employment Services  
1 pilot session to 12 participants; 4 training sessions to 144 participants

#### Disability Research on Independent Living and Learning (DRILL)

The five-year, four nation coproduced research programme, funded by NLCF came to an end with a final celebratory event and four webinars to disseminate learning from DRILL

- DRILL Programme Wales Celebration Event: 25th June, attended by Deputy Minister and Chief Whip
- DRILL Webinars Ethics and Coproduction 5th & 8th October and 10th December
- DRILL Webinar: Employment Opportunities for Disabled Students 25th January

### Student Placements

DW provides volunteer and learning placements for undergraduate and postgraduate students, including disabled students which also assist with DW's capacity, we are building on our connections through the DRILL Programme to partner with several Welsh Universities. This has resulted in 7 volunteer placements to date and the opportunity for funded placements where students will receive payment.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

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Outcome 3: Represent disabled people on key relevant Welsh Government stakeholder groups. (this would include collating and disseminating research evidence)

### Objectives

1. Represent our members on key relevant Welsh Government stakeholder groups, providing expert advice on disability equality, rights and independent living to inform and influence policy and programme development.
2. Consider proposed changes to legislation by the National Assembly for Wales and their impact on disabled people and disability rights and provide expert advice as relevant.

DW participated in several Welsh Government Stakeholder Groups, representing the views of beneficiaries, gathered from issues raised via telephone and online enquiries, focus groups, consultation events and surveys, including:

- Active Travel Board
- Covid-19 Moral and Ethical Advisory Group
- Disability Employment Advisory Group
- Disability Equality Forum
- Diversity in Democracy
- Financial Capability
- National Advice Network Wales
- Shielding and Clinically Extremely Vulnerable People
- Strengthening Equality and Advancing Human Rights

### Disability Equality Forum: Impact of Covid-19 on Disabled People

The Deputy Minister and Chief Whip Jane Hutt MS commissioned the Disability Equality Forum to produce a report on the impact of Covid-19 on disabled people in Wales. DW was tasked with establishing and co-ordinating the work of the Steering Group and invited Professor Debbie Foster from Cardiff Business School to write the report.

Entitled *Locked Out: liberating the lives and rights of disabled people in Wales beyond Covid-19*, the evidence based report highlighted the stark inequality experienced by disabled people during the pandemic and makes over 80 recommendations to tackle the issues raised.

### DW's role included:

- Establishing a Steering Group of 9 members representing the Forum and intersectional interests
- Co-ordination and chairing 6 Steering Group Meetings
- Assisting with collation and analysis of over 300 items of written evidence
- Coordination and facilitation of an intersectional focus group
- Coordination of Comms Group to promote the published report
- Co-ordination of presentation of report findings and recommendations to First Minister

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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Outcome 4: Help to deliver a more diverse pool of decision makers in public life and public appointments by identifying and addressing barriers to engagement and participation for disabled people.

#### Objective

1. Tackle the structural barriers that prevent disabled people from engaging and participating in public life and applying for public appointments
  - Disseminated information on Public Appointment Opportunities to members and beneficiaries
  - Participated in Diversity in Democracy Evaluation Steering Group; contributed comments and additional information to draft report
  - WEN Wales Mentoring Scheme: DW Chief Exec involved as mentor to a 2020 Programme Mentee
  - WG Diversity in Public Appointments Online Event 24th June (DW contributed to planning and provided a facilitator)
  - Secured WG contract to set up and deliver *Access to Elected Office Fund Wales*, aimed at tackling barriers faced by disabled people in standing for elected office
  - *Equal Power, Equal Voice All Wales Mentoring Programme*: successful project application to NLCF and Welsh Government in partnership with WEN Wales (lead), EYST and Stonewall Cymru; aimed at increasing diversity in public life through mentoring.

#### Financial review

The Covid-19 emergency has impacted on DW's finances in several ways, despite this it has been able to maintain operations and support beneficiaries throughout the pandemic.

#### Staffing

- Plans to recruit 4 new posts were delayed several weeks following the first lockdown; it was decided not to proceed with recruiting one of the posts, as lockdown affected the proposed duties
- Interim arrangements were put in place to cover the vacant post of Finance Manager
- 3 additional project posts were appointed following the award of Covid emergency funds and other grants and contracts

#### Delay in commencing projects

- Impact of the coronavirus emergency on disabled people, delayed progress with planned projects, including review of the *Know your Rights* Resource Pack, Social Model Campaign and the Disabled People's Organisations Development project.

#### Changes in delivery costs

- The necessary move to online engagement activities has significantly reduced costs associated with meetings and events in a physical space
- Working remotely cut costs such as printing, stationery and postage as well as travel and subsistence, however, increased costs for equipment such as laptops and office chairs. A working from home allowance has also been introduced for all staff.

#### Fundraising and Income Generation

DW has continued to develop funding proposals and submit bids either as a consortium member or as a sole organisation, including to Covid-19 related funds. Longstanding project proposals came to fruition and income generated from successful bids has contributed to DW's overheads and staff costs. However much of the restricted project income secured during 2020/21 was awarded for short-term projects or contracts and/or were in response to the Covid-19 emergency.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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Since 2016, DW has been a recipient of funding from Welsh Government's Equality and Inclusion Grant Scheme. In Spring 2021, Welsh Government carried out a consultation exercise on the future of the scheme. Pending decisions regarding the outcome of the consultation, current recipients, including DW received an extension of grant to 31st March 2022.

#### **Reserves policy**

Disability Wales needs reserves to:

- Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amount due to creditors and commitments under leases.
- Meet unexpected costs like break down of essential office machinery, staff cover, for example illness, maternity leave, parental leave and legal costs defending the charity's interest.
- Replace equipment as it wears out.
- Provide working capital when funding is paid in arrears which would place DW in a position where it could bid for funding.
- From time to time funding has certain restrictions which means that by law it must be held in a restricted reserves fund until it is spent in line with the funding agreement.
- Fund specific projects and activities agreed by the Board and not met by other sources of income

The Directors have reviewed the Charity's needs for reserves in line with the guidance issued by the Charity Commission. The amount needed to fulfil outstanding contracts or monies that can only be used for the intention stated by the funder have been set aside in a restricted reserve. For the financial year 2020/21 the total reserves allocated are £381,714. The Directors believe that reserves should be at least at this level to ensure the charity can run efficiently and meet the needs of the beneficiaries.

The calculation of the required amount of reserves is an integral part of DW's planning, budgeting, and forecasting cycle. It takes into account:

- The risks assessments with each stream of income and expenditure being different from that budgeted.
- The planned activity level identified in the Operational Plan.
- The organisation's contractual commitments e.g. staffing, rent, etc.

The charity recorded an overall surplus for the year of £105,622 split between an unrestricted surplus of £42,234 and a restricted surplus of £63,388. The reserves totalled £483,428 which consists of unrestricted reserves of £381,714 and restricted reserves of £101,714. The free reserves of the charity totalled £381,714 as the target level set by the trustees includes the designation of the various funds. The reserves currently meet the target level set by the trustees. However, the trustees feel that due to the uncertainty surrounding funding in the sector, the excess reserves over and above the target level are necessary.

#### **Risk Management**

The principal risks faced by the organisation lie in the performance of its:

- Governance
- Operational
- Financial Position
- Environmental or external
- Compliance (law or regulation)

The Directors carry out an annual review of its Risk Management Register to update and review each section in line with the current situation.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

### A selection of Potential Risks:

#### Governance

Potential risk	Potential Impact	Steps to mitigate risk
Board of Directors lack relevant skills or commitment	<ul style="list-style-type: none"> <li>charity becomes moribund or fails to achieve its purpose</li> <li>decisions are made bypassing the Board of Directors</li> <li>resentment or apathy amongst staff</li> <li>poor decision making reflected in poor value for money on service delivery</li> </ul>	<ul style="list-style-type: none"> <li>review and agree skills required</li> <li>draw up competence framework and job descriptions</li> <li>implement trustee training and induction</li> <li>review and agree recruitment strategy and processes including production of Board Video and redesigning materials</li> <li>Identify training opportunities for Directors</li> </ul>

#### Operational

Potential risk	Potential Impact	Steps to mitigate risk
Service provision - customer satisfaction	<ul style="list-style-type: none"> <li>beneficiary complaints</li> <li>loss of fee income</li> <li>loss of significant contracts or claims under contract</li> <li>negligence claims</li> <li>reputational risks</li> </ul>	<ul style="list-style-type: none"> <li>agree quality control procedures</li> <li>update and implement complaints procedures</li> <li>benchmark services and implement complaints review procedures</li> </ul>

#### Financial

Potential risk	Potential Impact	Steps to mitigate risk
Cash flow sensitivities	<ul style="list-style-type: none"> <li>inability to meet commitments</li> <li>lack of liquidity to cover variance in costs</li> <li>impact on operational activities</li> </ul>	<ul style="list-style-type: none"> <li>ensure adequate cash flow projections (prudence of assumptions)</li> <li>identify major sensitivities</li> <li>ensure adequate information flow from managers</li> <li>monitor arrangements and reporting</li> </ul>

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

### COVID-19 risk assessment:

Potential Risk	Potential Impact	Steps to mitigate risk
Impact of Coronavirus on Governance	<ul style="list-style-type: none"> <li>• Remote working leads to Board being unable to function</li> <li>• the charity is overwhelmed by the impact of Coronavirus and drifts with no clear objectives, priorities or plans</li> <li>• issues are addressed piecemeal with no strategic reference</li> <li>• needs of beneficiaries not fully addressed</li> <li>• financial management difficulties</li> <li>• loss of reputation</li> </ul>	<ul style="list-style-type: none"> <li>• Run Board meetings online (Zoom) and develop e communications</li> <li>• create a strategic plan which sets out the key aims, objectives and policies</li> <li>• create financial plans and budgets</li> <li>• use job plans and targets</li> <li>• monitor financial and operational performance</li> <li>• get feedback from beneficiaries and funders e.g. via membership survey</li> </ul>
Operational Management and delivery impacted by Coronavirus	<ul style="list-style-type: none"> <li>• Staff unable to deliver remotely</li> <li>• Staff unclear of roles and lack of support/communication with managers</li> <li>• Impact of inability to provide face-to-face activities</li> </ul>	<ul style="list-style-type: none"> <li>• Remote Working Policy and Check list agreed and circulated to staff</li> <li>• All staff equipped &amp; supported to work remotely</li> <li>• Support and Supervision undertaken online &amp; more frequently</li> <li>• Work Programmes agreed with Staff</li> <li>• Training and support with using online platforms</li> <li>• Identify alternative engagement activities</li> <li>• Support beneficiaries unable to access online activities through digital inclusion training</li> </ul>
Impact of Coronavirus on income	<ul style="list-style-type: none"> <li>• Loss of Income</li> <li>• Inability to deliver objectives</li> <li>• Inability to retain staff</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to pursue income generating activities/funding action plan</li> <li>• Keep updated on potential funding opportunities including Covid-19 related grant schemes</li> <li>• Maintain profile/communication with funders</li> <li>• Maintain profile with external stakeholders and potential funders</li> <li>• Continue to develop partnerships and project proposals</li> </ul>

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### Plans for future periods

Disability Wales will continue to work with members, key partners, funding partners and Welsh Government in delivering the aims and objectives of the organisation as well as addressing the implications of the pandemic.

The experience of remote working will focus the organisation's attention on reducing overheads, most notably rent and a review of premises options will be undertaken.

DW will meet with relevant agencies/organisations to discuss funding strategies and business development.

- The organisation will continue developing and implementing a diverse funding strategy
- Priorities will be agreed for how income is generated in the short, medium and long-term with targets set and resources allocated accordingly
- The organisation will build on its success to date in generating income through project grants and contracts achieved by staff with relevant expertise
- A Strategic Planning Event involving Directors and Staff will take place annually
- Continue to explore potential partners for project funding
- Continue to explore ideas for a project with stakeholders and consider a potential bid to the National Lottery Community Fund and discuss what support may be available
- Proceed with plans for discussions with members and meeting with other stakeholders to generate more ideas for potential partnerships
- Set up further meetings with WG Divisions, and to undertake training in competitive tendering
- Develop plans for growing DW's training and consultancy service

#### Structure, governance and management

The organisation is a charitable company limited by guarantee and as such is governed by a Memorandum and Articles of Association. The company was incorporated on 11 March 1986 and registered as a charity on 20 March 1986. Each member of the Board has agreed to guarantee the company's debts for the amount of £1 each.

The organisation is governed by a Board of Directors made up of both elected and appointed Directors. The term of office for elected Directors is three years (subject to any requirement regarding annual rotation of Board members) and appointed Directors up to three years.

Trustees are appointed annually at the Annual General Meeting where the board of directors can appoint a trustee. Casual vacancies are filled by the Board and ratified at the next Annual General Meeting. New Directors are provided with information packs about the organisation and their responsibilities and induction training is arranged.

Directors are responsible for developing the organisations policy and work; managing the organisation including its money and people; and serving the best interests of the organisation at all times

DW aligns remuneration to local government NJC Scales and uses this to set pay, within the parameters of available funding. As an additional benchmark it reviews salaries offered for similar roles and levels of responsibility in other third sector organisations to help assess appropriate remuneration.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

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### Reference and administrative details

<b>Company number</b>	1998621
<b>Charity number</b>	517391
<b>Principal office</b>	Brydon House Caerphilly Business Park Van Road Caerphilly CF83 3ED
<b>Auditors</b>	Azets Audit Services Ty Derw Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB
<b>Bankers</b>	National Westminster 19 Cardiff Road Caerphilly Mid Glamorgan CF83 1WF
<b>Solicitors</b>	Hugh James Hodge House 114-116 St Mary Street Cardiff CF10 1DY
<b>Directors and Trustees</b>	Wendy Ashton Mary Powell - resigned 26/01/21 Amanda Glover Kelvin Jones Trevor Palmer Simon Green Delwyn Evans - resigned 12/11/20 Caroline Holloway Joseph Powell - resigned 15/02/21 Ben Morris - resigned 12/11/20 Anne Champ - appointed 12/11/20 John Gladston - appointed 12/11/20
<b>Secretary</b>	Rhian Davies
<b>Key management personnel</b>	Rhian Davies - Chief Executive Paula Reed - Finance and Resources Manager (to June 2020) Miranda Evans - Policy and Public Affairs Manager

### Auditor

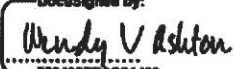
In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

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The trustees' report was approved by the Board of Trustees.

DocuSigned by:  
  
.....  
75412E80C91432  
Wendy Ashton - Chairperson  
Trustee  
Dated: 11/10/2021

# **DISABILITY WALES/ANABLEDD CYMRU**

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

### ***FOR THE YEAR ENDED 31 MARCH 2021***

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The trustees, who are also the directors of Disability Wales/Anabledd Cymru for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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; and
- 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 adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity 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 charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT AUDITOR'S REPORT

### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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#### Opinion

We have audited the financial statements of Disability Wales/Anabledd Cymru (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- 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 trustees with respect to going concern are described in the relevant sections of this report.

#### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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#### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 the trustees 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 charitable company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

#### **Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

 7-12-2021

**Azets Audit Services**

**Chartered Accountants  
Statutory Auditor**

Ty Derw  
Lime Tree Court  
Cardiff Gate Business Park  
Cardiff  
United Kingdom  
CF23 8AB

# **DISABILITY WALES/ANABLEDD CYMRU**

## **INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

### **TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU**

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Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

# DISABILITY WALES/ANABLEDD CYMRU

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
<b>Income from:</b>							
Donations and legacies	3	272,445	5,060	277,505	247,054	-	247,054
Charitable activities	4	498	273,772	274,270	5,882	142,349	148,231
Investments	5	29	-	29	1,282	-	1,282
<b>Total income</b>		<u>272,972</u>	<u>278,832</u>	<u>551,804</u>	<u>254,218</u>	<u>142,349</u>	<u>396,567</u>
<b>Expenditure on:</b>							
Charitable activities	6	228,858	217,324	446,182	219,264	132,635	351,899
<b>Net incoming resources before transfers</b>		<u>44,114</u>	<u>61,508</u>	<u>105,622</u>	<u>34,954</u>	<u>9,714</u>	<u>44,668</u>
Gross transfers between funds		<u>(1,880)</u>	<u>1,880</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Net income for the year/ Net movement in funds</b>		<u>42,234</u>	<u>63,388</u>	<u>105,622</u>	<u>34,954</u>	<u>9,714</u>	<u>44,668</u>
Fund balances at 1 April 2020		<u>339,480</u>	<u>38,326</u>	<u>377,806</u>	<u>304,526</u>	<u>28,612</u>	<u>333,138</u>
<b>Fund balances at 31 March 2021</b>		<u><u>381,714</u></u>	<u><u>101,714</u></u>	<u><u>483,428</u></u>	<u><u>339,480</u></u>	<u><u>38,326</u></u>	<u><u>377,806</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**DISABILITY WALES/ANABLEDD CYMRU****BALANCE SHEET****AS AT 31 MARCH 2021**

	Notes	2021		2020	
		£	£	£	£
<b>Current assets</b>					
Debtors	11	42,524		4,118	
Cash at bank and in hand		518,793		406,210	
		561,317		410,328	
<b>Creditors: amounts falling due within one year</b>	12	(77,889)		(32,522)	
<b>Net current assets</b>			<b>483,428</b>		<b>377,806</b>
<b>Income funds</b>					
Restricted funds	13		101,714		38,326
<b>Unrestricted funds</b>					
Designated funds	14	225,130		225,130	
General unrestricted funds		156,584		114,350	
			381,714		339,480
			<b>483,428</b>		<b>377,806</b>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021, although an audit has been carried out under section 145 of the Charities Act 2011.

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on ..... 10 November 2021 .....

DocuSigned by:  
  
 750402EB0C91432...  
**Wendy Ashton - Trustee**

Company Registration No. 1998621

# DISABILITY WALES/ANABLEDD CYMRU

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

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	Notes	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	20		112,554		73,780
<b>Investing activities</b>					
Investment income received		29		1,282	
<b>Net cash generated from investing activities</b>			29		1,282
<b>Net cash used in financing activities</b>			-		-
<b>Net increase in cash and cash equivalents</b>			112,583		75,062
Cash and cash equivalents at beginning of year			406,210		331,148
<b>Cash and cash equivalents at end of year</b>			518,793		406,210

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# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2021

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#### 1 Accounting policies

##### Charity information

Disability Wales/Anabledd Cymru is a private company limited by guarantee incorporated in England and Wales. The registered office is Brydon House, Caerphilly Business Park, Van Road, Caerphilly, CF83 3ED.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

#### 1.2 Going concern

The charity is heavily reliant on funding from Welsh Government, should this source of income cease it would have significant implications for the scale and operations of the charity. The trustees have prepared the financial statements on the going concern basis on the basis that grants from Welsh Government will continue to be forthcoming in the future. The charity's core grant from Welsh Government is secured until 30th September 2021.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are funds earmarked for particular purposes by the conditions of the grant awarding body, the donor's wish or the nature of the grant. Where restricted funds received remain partly unspent, they are carried forward to the following period.

#### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### 1 Accounting policies

(Continued)

Income from 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.

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Training and development income is invoiced and included in the Statement of Financial Activities in the period in which the service is provided.

Interest income is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

#### 1.5 Resources expended

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 on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs.

Direct and support costs have been apportioned based on the time spent on the activity.

Governance costs which are included in support costs include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

#### 1.6 Cash and cash equivalents

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.

#### 1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### 1 Accounting policies

(Continued)

##### ***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

##### ***Basic financial liabilities***

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### ***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2021 £	2021 £	2021 £	2020 £
Donations and gifts	51	5,060	5,111	176
Grants receivable	270,654	-	270,654	243,762
Subscriptions	1,740	-	1,740	3,110
Other	-	-	-	6
	<u>272,445</u>	<u>5,060</u>	<u>277,505</u>	<u>247,054</u>
<b>Grants receivable for core activities</b>				
Welsh Government core grant	269,954	-	269,954	243,062
WCVA grant	700	-	700	700
	<u>270,654</u>	<u>-</u>	<u>270,654</u>	<u>243,762</u>

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 4 Charitable activities

	2021 £	2020 £
Development and training	5,292	5,882
Grants	268,978	142,349
	<u>274,270</u>	<u>148,231</u>
Analysis by fund		
Unrestricted funds	498	5,882
Restricted funds	273,772	142,349
	<u>274,270</u>	<u>148,231</u>
<b>Grants</b>		
DRILL Capacity Building Project	-	5,991
Big Lottery UK: DRILL	10,372	53,929
DRILL Ethics Committee	-	9,248
Welsh Government EU Transition Fund	30,914	35,825
Endeavour Project	5,000	5,110
3rd December Event	-	4,990
Big Lottery UK: DRILL Research Project	-	16,667
Big Lottery - Emerging Future	23,500	-
National Emergencies Trust	42,591	-
DRILL - Webinars	5,000	-
Access to Elected to Office Fund	25,526	-
Welsh Government Social Model	15,000	7,528
Welsh Government Reserves & Reconstruction	99,864	-
Welsh Government E Module Disability & Employment	3,212	-
Gwent Domestic Abuse & Disabled People	3,000	-
Disability Entrepreneur Guide	4,999	-
Other	-	3,061
	<u>268,978</u>	<u>142,349</u>

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

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### 5 Investments

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Interest receivable	29	1,282

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

6 Charitable activities	Information/ publications 2021 £	Development & training 2021 £	Policy & consultation 2021 £	Total 2021 £	Information/ publications 2020 £	Development & training 2020 £	Policy & consultation 2020 £	Total 2020 £
Staff costs	10,164	10,164	219,386	239,714	37,211	34,072	127,806	199,089
Advertising	184	184	184	552	4,474	4,474	4,474	13,422
Communication and transcriptions	9,160	9,160	9,160	27,480	1,505	1,505	1,505	4,515
Office	803	803	803	2,409	151	150	150	451
Printing, postage and stationery	-	-	-	-	1,770	1,770	1,770	5,310
Project expenses	-	-	21,819	21,819	-	6,534	32,368	38,902
Subscriptions	1,086	1,086	1,086	3,258	1,960	1,960	1,960	5,880
Sundry	2,131	2,131	2,131	6,393	417	417	417	1,251
Telephone	1,720	1,720	1,720	5,160	1,946	1,946	1,946	5,838
Travel and subsistence	2,051	2,051	2,051	6,153	3,602	3,602	3,602	10,806
	<u>27,299</u>	<u>27,299</u>	<u>258,340</u>	<u>312,938</u>	<u>53,036</u>	<u>56,430</u>	<u>175,998</u>	<u>285,464</u>
Grant funding of activities (see note 7)	22,372	22,372	22,371	67,115	-	-	-	-
Share of support costs (see note 8)	15,292	15,291	15,291	45,874	12,565	12,565	12,565	37,695
Share of governance costs (see note 8)	6,751	6,752	6,752	20,255	9,580	9,580	9,580	28,740
	<u>71,714</u>	<u>71,714</u>	<u>302,754</u>	<u>446,182</u>	<u>75,181</u>	<u>78,575</u>	<u>198,143</u>	<u>351,899</u>
<b>Analysis by fund</b>								
Unrestricted funds	71,714	71,714	85,430	228,858	75,181	72,041	72,042	219,264
Restricted funds	-	-	217,324	217,324	-	6,534	126,101	132,635
	<u>71,714</u>	<u>71,714</u>	<u>302,754</u>	<u>446,182</u>	<u>75,181</u>	<u>78,575</u>	<u>198,143</u>	<u>351,899</u>

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 7 Grants payable

	Information/Developmen publications t & training	Policy & consultation	Total 2021	Total 2020
	2021	2021	2021	
	£	£	£	£
Grants to institutions:				
Pembrokeshire People's First	2,807	2,806	2,806	8,419
British Deaf Association	5,810	5,810	5,810	17,430
RCT People First	8,656	8,656	8,656	25,968
Celf-Able	500	500	500	1,500
Accessibility Powys	1,666	1,667	1,666	4,999
Disability Arts Cymru	2,933	2,933	2,933	8,799
	<u>22,372</u>	<u>22,372</u>	<u>22,371</u>	<u>67,115</u>
				<u>-</u>

### 8 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Bank charges	1,576	-	1,576	614	-	614
Cleaning	677	-	677	2,653	-	2,653
IT costs	17,595	-	17,595	7,560	-	7,560
Light and heat	1,353	-	1,353	2,536	-	2,536
Premises	24,673	-	24,673	23,516	-	23,516
Repairs and renewals	-	-	-	816	-	816
Audit fees	-	5,492	5,492	-	3,840	3,840
Accountancy	-	5,912	5,912	-	-	-
Cost of trustees' meetings	-	5,038	5,038	-	15,047	15,047
Professional fees	-	3,813	3,813	-	9,853	9,853
	<u>45,874</u>	<u>20,255</u>	<u>66,129</u>	<u>37,695</u>	<u>28,740</u>	<u>66,435</u>
Analysed between Charitable activities	<u>45,874</u>	<u>20,255</u>	<u>66,129</u>	<u>37,695</u>	<u>28,740</u>	<u>66,435</u>

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 9 Trustees

None of the trustees (or any persons connected with them) received any remuneration from the charity during the year.

Included in the cost of trustees meetings is an amount of £nil (2020: £8,239) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of no trustees (2020: 8) were paid in the year, in relation to travel, subsistence and accommodation.

### 10 Employees

#### Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Service delivery	5	3
Administration	2	2
	<u>7</u>	<u>5</u>

#### Employment costs

	2021 £	2020 £
Wages and salaries	211,392	174,706
Social security costs	16,079	12,065
Other pension costs	12,243	12,318
	<u>239,714</u>	<u>199,089</u>

#### Key management personnel

The key management personnel as detailed in the trustees report received benefits (including gross salary, employers national insurance and employers pension contributions) totalling £118,066 (2020 - £140,951).

#### Redundancy costs

During the year the charity made redundancy payments totalling £nil (2020: £1,050). No amounts were outstanding at the year end.

There were no employees whose annual remuneration was £60,000 or more.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

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### 11 Debtors

	2021	2020
	£	£
<b>Amounts falling due within one year:</b>		
Trade debtors	6,052	-
Prepayments and accrued income	36,472	4,118
	<u>42,524</u>	<u>4,118</u>

### 12 Creditors: amounts falling due within one year

	2021	2020
	£	£
Other taxation and social security	-	3,632
Trade creditors	372	-
Other creditors	1,849	-
Accruals and deferred income	75,668	28,890
	<u>77,889</u>	<u>32,522</u>

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**13 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			Movement in funds			Balance at 31 March 2021
	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	
	£	£	£	£	£	£	£	£	£	£
Big Lottery Wales Innovation Grant: CDCC	1,497	-	-	-	1,497	-	-	-	-	1,497
Fawcett Society	2,881	-	-	-	2,881	-	-	-	-	2,881
Big Lottery UK: DRILL	12,198	53,929	(49,766)	(9,424)	6,937	10,372	(9,160)	-	-	8,149
DRILL Capacity Building	-	5,991	(4,240)	9,424	11,175	-	(1,500)	-	-	9,675
In Control - Holding Account	3,217	-	-	-	3,217	-	-	-	-	3,217
DRILL Ethics Committee	-	9,248	(5,394)	-	3,854	-	-	-	-	3,854
3rd December Event	-	4,990	(4,990)	-	-	-	-	-	-	-
Big Lottery UK: DRILL Research Project	8,135	16,667	(24,802)	-	-	-	-	-	-	-
NHS	684	-	(684)	-	-	-	-	-	-	-
Tai Pawb Housing	-	2,200	-	-	2,200	-	-	-	-	2,200
Hate Crime Workshop	-	683	(683)	-	-	-	-	-	-	-
Welsh Government- Social Model Workshop	-	7,528	(7,528)	-	-	15,000	(15,000)	-	-	-
Justice Commission- Focus Group	-	178	(178)	-	-	-	-	-	-	-
Welsh Government- EU Transition Fund	-	35,825	(34,370)	-	1,455	30,914	(16,871)	-	-	15,498
Endeavour Project	-	5,110	-	-	5,110	10,060	-	-	-	15,170
Big Lottery Fund - Emerging Futures	-	-	-	-	-	23,500	(15,310)	-	-	8,190
National Emergencies Trust (NET)	-	-	-	-	-	42,591	(30,793)	-	-	11,798

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

13 Restricted funds	(Continued)				
DRILL - Webinars	-	-	5,000	(6,880)	1,880
Business Wales Remote Working	-	-	3,744	(3,744)	-
Welsh Government Access to Elected to Office Fund	-	-	26,576	(26,576)	-
Business Wales Disability Entrepreneur Guide	-	-	4,999	(4,999)	-
Welsh Government Reserves & Reconstruction	-	-	99,864	(80,279)	19,585
Welsh Government. E Module Disability & Employment	-	-	3,212	(3,212)	-
Gwent Regional Partnership Board Domestic Abuse & People with Protected Characteristics	-	-	3,000	(3,000)	-
	28,612	142,349	132,635	38,326	-
	278,832	(217,324)	-	-	101,714

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

13 Restricted funds (Continued)

**Big Lottery Wales Innovation Grant: CDCC** is a partnership between Disability Wales and the Wales Co-operative Centre and is funded by the Big Lottery Fund's BIG Innovation Fund. The project will:

1. Develop the UK's first user led Directive Payment co-operative;
2. Increase the uptake of Direct Payments across Wales (particularly from under-represented groups);
3. Support greater choice, voice and control for citizens.

**Fawcett Society- Embolden:** Spirit of Disabled Women is a vision to change negative perceptions of disabled people.

**Big Lottery UK: DRILL** – Funded by Lottery and in partnership with Disability Action Northern Ireland, Inclusion Scotland and Disability Rights UK: DRILL stands for Disability Research on Independent Living and Learning. It is a five year initiative to deliver the worlds first major research programme led by disabled people.

**DRILL Capacity Building** - Events to build capacity and promote dissemination of research and share learning from the DRILL Programme.

**In Control – Holding Account** - Wales Alliance – Citizen Directed Support re Personalisation Agenda in Wales.

**DRILL Ethics Committee** - Research ethics are guidelines for making decisions.

**3rd December Event** - Disability Wales produced a series of professional, short films focusing on 'a day in the life' of five disabled people in Wales.

**Big Lottery UK: DRILL Research Project** - Working with Peer Researchers: Developing Future Strategies.

**Welsh Government- Draft Framework for Action on Disability** – The Right to Independent Living.

**NHS-** Income received for CEHR E-Learning.

**EHRC-** Income received for political participation research.

**Tai Pawb Housing-** Accessible social housing project.

**Hate Crime Workshop** - Information gathering on experiences of Hate Crime.

**Welsh Government - Social Model Workshop** - To develop knowledge and understanding of the Social Model of Disability and its importance in the history of disabled people.

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

13 Restricted funds (Continued)

**Justice Commission- Focus Group** - Justice in Wales for the People of Wales.

**Welsh Government - EU Transition Fund** - The project will deliver a capacity enhancing Brexit support programme for disabled people's organisations (DPO's) and their stakeholders throughout Wales.

**Endeavour Project** - Endeavour aims to inspire and support entrepreneurial ambition among disabled people in Wales.

**Big Lottery Fund - Emerging Futures-** production of a suite of videos and blog made by disabled people on the experiences of lockdown.

**National Emergencies Trust (NET)-** distribution of emergency grants to Disabled People's Organisations (DPOs) across the UK to support disabled people with the impact of Covid-19; DW managed the distribution in Wales on behalf of a UK wide consortium of national DPOs.

**DRILL- Webinars** - a series of webinars to promote the findings of DRILL Research projects.

**Business Wales Remote Working** - production of online fact sheets on good practice in supporting disabled employees working remotely.

**Welsh Government Access to Elected Office Fund** - set up and management of a fund to assist with addressing the barriers faced by disabled people standing as candidates in the Senedd 2021 and Local Government 2022 Elections.

**Business Wales Disability Entrepreneur Guide** - production of guidance for business advisors working with disabled entrepreneurs.

**Welsh Government Reserves & Reconstruction-** additional funding awarded to extend the reach in Wales of the NET Covid-19 DPO Emergency Grants.

**Welsh Government E Module Disability & Employment-** development of Disability Equality Training e-module for employers.

**Gwent Regional Partnership Board Domestic Abuse & People with Protected Characteristics-** research into the experiences of disabled victims experiencing abuse and service providers; and production of report.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

#### 14 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2019	Resources expended	Balance at 1 April 2020	Movement in funds Incoming resources	Balance at 31 March 2021
	£	£	£	£	£
Bursary scheme	783	(751)	32	-	32
Campaigns	9,650	-	9,650	-	9,650
Legacies	156,949	-	156,949	-	156,949
Redundancy	58,499	-	58,499	-	58,499
	<u>225,881</u>	<u>(751)</u>	<u>225,130</u>	<u>-</u>	<u>225,130</u>

**Bursary scheme** – is designated for full members or disabled individual members to access to attend DW events, expenditure is released each year when incurred in relation to this fund.

**Campaigns**- is designated for future campaign costs, expenditure will be incurred in future periods.

**Legacies**- a legacy was received by the charity in a previous financial year. This has been designated for future project use. Expenditure will be incurred in future periods.

**Redundancy** – this is designated for future costs that may be incurred should the organisation cease, expenditure is released each year when incurred in relation to this fund.



# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 16 Status of the Company

The charity is a company limited by guarantee and not having share capital, exempt from the requirement to use the word "limited" and registered as a charity. The liability of the Board of Trustees is limited to £1 each.

### 17 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
Within one year	20,400	20,400
Between two and five years	15,300	15,300
	<u>35,700</u>	<u>35,700</u>

### 18 Related party transactions

The charity was under the control of the trustees throughout the current and previous year.

The Chief Executive Rhian Davies is a member of WDRG (Wales Disability Reference Group). The WCVA paid Disability Wales £700 (2020: £700) for its participation in voluntary sector partnership activities with Welsh Government represented by Rhian Davies. Disability Wales paid WCVA £nil (2020: £30) for membership. There were no amounts outstanding at the year end.

### 19 Pension Costs

The pension scheme is run by Leabold Financial Management. The total cost to the charity for employers' contributions to the scheme during the year was £12,243 (2020: £12,318).

Contributions due at the year end are £1,849 (2020: £nil).

20	Cash generated from operations	2021 £	2020 £
	Surplus for the year	105,622	44,668
	Adjustments for:		
	Investment income recognised in statement of financial activities	(29)	(1,282)
	Movements in working capital:		
	(Increase)/decrease in debtors	(38,406)	11,301
	Increase in creditors	45,367	19,093
	<b>Cash generated from operations</b>	<u>112,554</u>	<u>73,780</u>

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

*FOR THE YEAR ENDED 31 MARCH 2021*

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### 21 Analysis of changes in net funds

The charity had no debt during the year.