

Company Number: 1998621

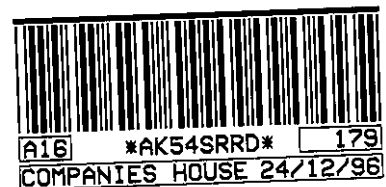
Charity Number: 517391

DISABILITY WALES/ANABLEDD CYMRU

AUDITED FINANCIAL ACCOUNTS

YEAR ENDED 31 MARCH 1996

KEANE & CO
CHARTERED ACCOUNTANTS
& REGISTERED AUDITORS



FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 1996

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REPORT OF THE TRUSTEES

The Trustees present their report and the financial statements of the company for the year ended 31 March 1996.

STATEMENT OF TRUSTEES RESPONSIBILITIES

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 company and of the surplus or deficit of the company for that period. In preparing those financial statements, the trustees are required to:-

- a) select suitable accounting policies and then apply them consistently;
- b) state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- c) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping proper records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 1985. The trustees are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

REVIEW OF CHARITABLE ACTIVITIES

The reports of the Chairman and Chief Executive follow on pages 3 to 6.

AUDITORS

Keane & Co were appointed on 15 February 1996 and a resolution proposing their re-election was put before the Annual General Meeting.

By order of the Trustees

DE Morris

Trustee DOUGLAS EDWARD MORRIS.

John Ashton Edwards

JOHN ASHTON EDWARDS

Much of the year was taken up with discussions on the proposals before Parliament on anti-discrimination legislation. Although the Civil Rights (Disabled Persons) Bill proposed by Harry Barnes MP was the one favoured by disability organisations because it recognised disabled people's rights, it was the Government's Disability Discrimination Bill which prevailed and was enacted in November. Our Annual Conference in October expressed the many concerns of those present about the Government's Bill.

The Act falls far short of what disability organisations see as essential in tackling discrimination and the barriers to equal opportunities and a full life in the community. Nevertheless, we have perforce to recognise it exists, and in consultation on the introduction of regulations seek to make these as meaningful as possible, even though the proposals are weak in such vital areas as access to education and redress of complaint.

Disability Wales / Anabledd Cymru was fully involved with other organisations in publicising the issues, lobbying, and in the Rights Now campaign which continues. In March 1996 we held consultation meetings on the proposed regulations relating to employment. This has meant an active role for members and officers, and much media interest.

Government consultations on the bill with employers and service providers heightened awareness of the consequences of its enactment. As a result, we were asked to provide training on various aspects such as disability equality and access. Further, the changes in local government and health service structures and functions from April 1996 and the need for the new local authorities to provide service delivery plans before then, also brought requests for training. We have reviewed how best to meet the need but it may prove difficult to do so fully with our present resources.

Again, as our accounts show, fund raising has proved most disappointing, even poorer than last year. We must hope that we can all make a special effort for 1997 which is our Jubilee Year: either twenty five years since the Council of Social Service for Wales, WCVA's predecessor set up a special committee after the passing of the 1970 Chronically Sick and Disabled Persons Act (when Alf Morris was Minister for Disabled People); or twenty-one years since Wales Council for the Disabled became an independent national organisation. Were it not for the grants from Welsh Office which accounted for 88% of our income, we would be in a parlous state. Our very real thanks go to the Welsh Office in enabling us to do our work.

Other aspects of Government policies such as the changes in benefits, have also meant a significant increase in the demands on us, as detailed in this Report. In particular, the increase in work of the Information Unit led to a review of how we could best provide a service. Whereas previously this was based on our mobile unit DAI (Disability Advice and Information) and where it could park, we have found that indoor venues frequented by the public are more effective and comfortable, often attracting people from a wide area.

As this report shows, the demands on our services grow with our being recognised as the national disability organisation in Wales and by the standards we try to offer. During the year, our work was disrupted with the building of an extension to Llys Ifor and a refurbishment of the main building, including a lift which now makes the whole building fully accessible. This has provided much needed extra office space as well as the opportunity to update information technology which all staff can access. Our thanks go to staff for the way in which they coped in very confined office space and the noise of the building work over six months, yet still managed to meet the demands made.

As I have noted in this and previous reports, these are constantly increasing without our having commensurate resources.

At the year's end, two officers left us. Richard Palmer, our Information Resources Officer was appointed as Assistant Manager, Information Management and Technology with Cardiff Community Healthcare Trust, and Rhian Davies, Development Officer was appointed Director of the Cardiff and Vale Coalition of Disabled People. In congratulating them and wishing them success in their new appointments, we must also congratulate Lynne Watters on becoming the mother of triplets (two girls and a boy) who are all doing well.

The severe winter weather during the first three months of 1996 led to the cancellation of many meetings, and at one stage Llys Ifor was closed for a week because of the heavy snowfall. Members sometimes faced difficult journeys to attend other meetings, as conditions were so variable around Wales. Our thanks go to all members of committees and panels especially given the difficulty of travel, often a journey of four to five hours across Wales. And a particular word of thanks to the local authority County Council representatives who ceased to be members of our Executive Committee at the end of the year with the demise of the old counties. They kept us in touch with what was happening locally and were very supportive of our aims.

John Ashton Edwards OBE: Chairman

(Foreword from full Annual Report approved at AGM on 27 October 1996)

To survive in Wales in the 90's, all organisations have to be prepared for change. Some changes, like local government reorganisation, are forced upon us as part of another political agenda. Some, though, are a result of our own activities in the disability movement.

Whatever we think of the Government's Disability Discrimination Act, the process of fighting for new legislation and the fact that we do now have an anti-discrimination law has raised public and political interest in disability issues to a new level. More important, it has raised the expectations of disabled people, and that is what is driving our activities in this decade.

Our work is increasingly about supporting disabled people who are active in groups and in their local community. We are developing new ways for people to get involved in key issues; new training, information and advice programmes, new service standards for disability groups and new ways of supporting people who want to challenge the barriers that they and other disabled people face.

Sometimes we have had to make clear choices on our priorities. Do we work with employers, social services and others to increase opportunities for disabled people? Or do we put our main effort into empowering disabled people to push for and to create those opportunities themselves? Of course we do both, but the priority is shifting.

Policies and opportunities

During the recent reorganisation of local government we successfully lobbied on specific issues such as access and the development of new policies on community care. The introduction of the Disability Discrimination Act has brought increasing numbers of employers to our door asking for advice and support, not least from the new unitary authorities. We have run disability equality training programmes for social services, major retail chains, utility companies and a host of other agencies. New areas of collaboration with such bodies as the Equal Opportunities Commission, Local Government Management Board and ACAS have opened up this year. These give us a useful influence on the way employment and service opportunities are developed. And of course we still seek to exert the influence of the disability movement in Wales on Government and its agencies.

Empowerment

In the past five years since we started keeping enquiry records, over 40,000 people have come to us for information or training or to participate in one of the many events we hold throughout Wales; and there are no signs that this demand is

decreasing. But even this impressive record can not hide the fact that real impact depends on individual and local disability group action. More and more the emphasis in our work is moving towards empowerment of disabled people.

- Our training programmes on access, information, assertion and disability equality issues equip disabled people with the skills, knowledge and values they need to promote good practice and to support people in their communities.
- Our disability information services give people both the knowledge and confidence to challenge the barriers they face in getting support or equal rights as Welsh citizens.
- Our group development programmes, networks and projects are very much about self-determination and action by disabled people.

If we are successful then the future of Disability Wales as a force for change is secured, but even now the agenda for the future is being set.

- Legislation on community care direct payments is already in the parliamentary pipeline.
- Disability rights legislation will undoubtedly be changed by case-law, regulations, amendments and possible future civil rights bills.
- Unitary authorities are looking for new solutions to the problem of providing community care services with finite resources.
- Cuts in Benefit Agency information and customer care services mean that Disability Wales and our members are not just alternative (and usually better) sources of welfare rights information, but increasingly the only source of benefits advice for disabled people.

Disability Wales is of course responding to all these and other issues.

Our real success, though, will be measured by the strength of the disability movement in Wales. We are working with a new generation of disabled people who are all asking for more - not more than anyone else, not "special" facilities or charity, and not token representation on committees and payrolls. The disability movement is working for nothing more than equal citizenship. There are still some fundamental barriers and attitudes to be overcome but the momentum for change is very real - and Disability Wales is proud to be playing its part in that move for change.

Howard John

(From full Annual Report approved at AGM on 27 October 1996)

AUDITORS' REPORT

**REPORT OF THE AUDITORS
TO THE TRUSTEES OF
DISABILITY WALES/ANABLEDD CYMRU**

We have audited the financial statements set out on pages 9 to 18 which have been prepared under the historical cost convention and the accounting policies set on page 12 and 13.

Respective Responsibilities of the Trustees and Auditors

As described on page 2 the Trustees are responsible for the preparation of financial statements. It is our responsibility to form an independent opinion, based on our audit, on those statements and to report our opinion to you.

Basis of Opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentations of information in the financial statements.

AUDITORS' REPORT CONT...

Opinion

In our opinion the financial statements give a true and fair view of the state of the company's affairs as at 31 March 1996 and of its surplus for the year then ended and have been properly prepared in accordance with the provisions of the Companies Act 1985 applicable to small companies.

Keane & Co

KEANE & CO

Chartered Accountants
& Registered Auditors

Perch Buildings
20 West Bute Street
Cardiff
CF1 6HE

27 OCTOBER 1996

**STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 1996**

	NOTES	UNRESTRICTED FUNDS
INCOMING RESOURCES		
Welsh Office Grants		351050
Training Fees		15372
Conference Fees		3790
Membership Fees		2945
Donations		2128
Sales of Publications		916
Investment Income		10865
Bank interest		7458
Other Income		3378
Total Incoming Resources		397902
RESOURCES EXPENDED		
Direct Charitable Expenditure	2	260673
Management and Administration	3	127110
Total Resources Expended		387783
Net Incoming Resources		10119
Exceptional Item	4	10756
Provisions No Longer Required		9000
Unrealised Gains on Investments	8	3942
Net Movement in Funds		33817
Balances Brought Forward	6	198246
Balances Carried Forward		232063

SUMMARY INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 31 MARCH 1996

	NOTES	1996 £	1995 £
Gross Income from Continuing Operations		397902	385540
Total Expenditure of Continuing Operations		(387740)	(368362)
Interest Payable	14	(43)	(1360)
Net Income for the Year		10119	15818
Exceptional Income	4	10756	-
Provisions No Longer Required		9000	-
NET INCOME FOR THE YEAR	16	29875	15818

A detailed analysis of income by source is provided in the Statement of Financial Activities.

Detailed analyses of expenditure by source are provided in the Statement of Financial Activities and notes 9.

The summary Income & Expenditure Account is derived from the Statement of Financial Activities on page 9 which, together with the notes to the accounts on pages 12 to 18 provides full information on the movements for the year on all the Charity's funds.

BALANCE SHEET
AS AT 31 MARCH 1996

	NOTES	1996		1995	
		£	£	AS £	RESTATED £
FIXED ASSETS					
Tangible Assets	7		21853		30052
Investments	8		131743		127801
			153596		157853
CURRENT ASSETS					
Debtors and Prepayments	9	3250		1528	
Cash at Bank & in Hand		125138		131877	
		128388		133405	
CREDITORS: AMOUNTS FALLING DUE IN LESS THAN 1 YEAR					
Creditors and Accruals	10	30701		93012	
		30701		93012	
NET CURRENT ASSETS			97687		40393
TOTAL ASSETS LESS CURRENT LIABILITIES			251283		198246
Provisions	11		19220		-
			232063		198246
CAPITAL & RESERVES					
General Charity Fund	6		232063		198246
	12		232063		198246

These accounts were approved by the Trustees on 27/10/96

..... *DE Morris* Trustee DOUGLAS EDWARD MORRIS
 *[Signature]* Trustee JOHN ASHLEY EDWARDS

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1996

1 . ACCOUNTING POLICIES

a) Accounting Convention

The Financial Statements have been prepared under the Historical Cost Convention.

b) Income

Income represents all monies received by the Charity during the year from every source.

c) Tangible Fixed Assets

Depreciation is provided at the following annual rates in order to write off each assets over its estimated useful life or, if held under a finance lease, over the lease term, whichever is the shorter.

Office Equipment	written off in the period of acquisition
Motor Vehicles	25% on cost

d) Hire Purchase and Leasing Commitments

Assets obtained under hire purchase contracts or finance leases are capitalised in the balance sheet. Those held under hire purchase contracts are depreciated over their estimated useful lives. Those held under finance leases are depreciated over their estimated useful lives or the lease term, whichever is shorter.

The interest element of these obligations is charged to the profit and loss account over the relevant period. The capital element of the future payments is treated as a liability.

d) Pensions

The company operates a defined contribution pension scheme. Contributions payable for the year are charged in the profit and loss account.

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1996 CONT...

ACCOUNTING POLICIES CONT...

e) Investments and Investment Income

Investments are included in the accounts at market value in accordance with the Charities Statement of Recommended Practice. This represents a change in accounting policy over that previously operated.

Gains and losses arising on disposal are recognised in the income and expenditure account. Unrealised gains and losses are recognised in the Statement of Financial Activities.

Dividends, including the associated tax credits, are credited to the income and expenditure account when they are received.

f) Grants

Grants where applicable, are credited to the financial statements in the year in which they are received.

g) Public Relations and Information Expenditure

Public relations and information expenditure comprises costs incurred in informing people of the work of the charity and the needs it meets. The income from the sale of these publications are credited to the income and expenditure account.

2 . DIRECT CHARITABLE EXPENDITURE

	1996
Salaries and Staff Costs	195889
Provision of Advisory Service	21137
Newsletter and Other Publications	20151
Conference Costs	3502
Training Costs	10052
Depreciation	9942
	260673

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 1996 CONT...

3 . MANAGEMENT & ADMINISTRATION COSTS

	1996
Salaries and Staff Costs	54528
Office Costs	46769
Bank Charges and Interest	1390
Professional Fees	4944
Audit Fee	2500
Cost of Trustee Meetings	5130
Depreciation	11849
	127110

4 . EXCEPTIONAL ITEM

The amount of £10756 was awarded by the Welsh office as slippage for 1995. This was partly used to fund the relocation of the Charity's offices.

5 . STAFF COSTS

	1996	1995
Salaries	195653	186169
Social Security Costs	18894	16954
Pension Contributions	17871	19449
	232418	222572

No employee earned more than £40000

Average number of employees:

Direct Charitable	10	10
Management & Administration	3	3
	13	13

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1996 CONT...

6 . RECONCILIATION OF OPENING RESERVES

	1996
Reserves at 31:03:95	194651
Unrealised Gains on Investments	3595
Reserves at 31:03:95 Restated	198246

The restatement of the opening reserves follows a change in the requirement to account for investments and other fixed assets introduced by the Charities Statement of Recommended Practice published in October 1995.

7 . TANGIBLE FIXED ASSETS

	TOTAL	OFFICE EQUIPMENT	MOTOR VEHICLES
COST			
As at 01:04:95	63459	10134	53325
Additions	20392	4512	15880
Disposals	(13556)	-	(13556)
As at 31:3:96	70295	14646	55649
DEPRECIATION			
As at 01:04:95	33407	10134	23273
Charge for Year	21791	4512	17279
Released on Disposal	(6756)	-	(6756)
As at 31:3:96	48442	14646	33796
NET BOOK VALUE			
As at 31:03:96	21853	-	21853
As at 31:03:95	30052	-	30052

Fixed Assets with a net book value of £nil (1995 £10167) held under finance lease are included in the above. The total depreciation charges on these assets are nil (1995 £3389).

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1996 CONT...

8 . INVESTMENTS

	1996	1995
Market Value at 01:04:95	127801	124206
Unrealised Gain	3942	3595
Market Value at 31:03:96	131743	127801
Original Cost of Investments	124206	124206

The inclusion of investments at market value and not cost represents a change in accounting policy (see notes 1 and 6).

9 . DEBTORS

	1996	1995
Debtors	3250	701
Prepayments	-	818
	3250	1528

10 . CREDITORS: AMOUNTS DUE IN LESS THAN ONE YEAR

	1996	1995
Tax and Social Security Costs	5265	5205
Bank Overdraft and Loan	-	15427
Hire Purchase Creditor	-	1107
Other Creditors and Accruals	25436	58761
Deferred Government Grants	-	12512
	30701	93012

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1996 CONT...

11 . PROVISIONS

	1996	1995
Assertion Training	9446	-
Recruitment Costs	5000	-
Bursary Fund	4774	-
	19220	-

12 . GENERAL CHARITY FUND

	1996	1995
Balance at 01:04:95 as originally stated	194651	174653
Adjustment (see note 6)	3595	-
Balance at 01:04:95 as restated	198246	174653
Net Income for Year	33817	15818
Transfer to Reserves	-	4180
Balance at 31:03:96	232063	194651

13 . TAXATION

There is no liability to UK Corporation Tax as the company is a registered charity.

14 . INTEREST PAYABLE

	1996	1995
Bank Loans and Overdrafts	9	1111
Hire Purchase Interest	34	249
	43	1360

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 1996 CONT...

15 . PENSIONS PAYABLE

The company operates a defined contribution scheme on behalf of its employees. The assets of the scheme are held separately from those of the company in a separately administered fund. Contributions are paid based on a percentage of gross salary. The total paid to this scheme was £17871 (1995 £15213) and the sum of £2109 (1995 £2187) was due at 31:03:96. This is included in current creditors.

16 . NET INCOME

The net income for the year is stated after charging:-

	1996	1995
Depreciation: Owned Assets	18424	10462
Assets on Lease/HP	-	3389
Loss/(Profit) on Disposal of Fixed Assets	3367	(1453)
Auditors Remuneration	2500	2467
Directors' Emoluments	nil	nil

THE FOLLOWING PAGES ARE FOR THE INFORMATION
OF THE TRUSTEES ONLY

INCOME AND EXPENDITURE ACCOUNT

YEAR ENDED 31 MARCH 1996

	1996	1995
	£	£
INCOME		
Welsh Office Grants	351050	340000
Training Fees	15372	21214
Conference Fees	3790	-
Membership Fees	2945	4340
Donations	2128	2946
Sale of Publications	916	1576
Investment Income	10865	9803
Bank Interest	7458	5661
Other Income	3378	-
	397902	385540
EXPENDITURE		
Provision of Service	92463	116768
Staff Costs	183865	167666
Office Expenses	48670	26354
Administration Expenses	39604	44141
Financial Costs	1390	2395
Depreciation	21791	12398
	387783	369722
Surplus For Year	10119	15818
Welsh Office Slippage	10756	-
Provisions No Longer Required	9000	-
Retained Income For Year	29875	15818

**ANALYSIS OF EXPENDITURE
YEAR ENDED 31 MARCH 1996**

	CHARITABLE EXPENDITURE £	MANAGEMENT & ADMIN £	TOTAL 1996 £	TOTAL 1995 £
PROVISION OF SERVICE				
DAI	52118	-	52118	61192
DIRP	19884	-	19884	29305
DET Training	10052	-	10052	13340
Conference Costs	2026	-	2026	4775
Annual Conference Costs	1476	-	1476	-
Eisteddfod	588	-	588	-
Newsletter	4381	-	4381	6480
Publications	1938	-	1938	1676
	92463	-	92463	116768
STAFF COSTS				
Salaries and NIC	116883	44587	161470	151283
Superannuation	9733	3641	13374	15213
Staff Training	3619	402	4021	1170
Recruitment Costs	-	5000	5000	-
	130235	53630	183865	167666
OFFICE EXPENSES				
Rent & Licence Fee	-	22250	22250	13800
Light & Heat	-	22	22	2100
Telephone	6121	680	6801	4749
Cleaning & Caretaking	-	1369	1369	600
Office Expenses	-	5545	5545	3695
Insurance	-	2884	2884	1145
Repairs & Office Alterations	-	9799	9799	265
	6121	42549	48670	26354

ANALYSIS OF EXPENDITURE
YEAR ENDED 31 MARCH 1996

	CHARITABLE EXPENDITURE £	MANAGEMENT & ADMIN £	TOTAL 1996 £	TOTAL 1995 £
ADMINISTRATION EXPENSES				
Staff Travel	8080	898	8978	8340
Committee Travel	-	5130	5130	7305
Advertising	-	1488	1488	1669
Postages	4468	496	4964	7847
Printing & Stationery	9364	1041	10405	10684
Accountancy	-	4398	4398	3996
Audit Fee	-	2500	2500	2467
Subscriptions Paid	-	1408	1408	1615
Sundry Expenses	-	(213)	(213)	218
Consultancy	-	546	546	-
	<u>21912</u>	<u>17692</u>	<u>39604</u>	<u>44141</u>
FINANCE CHARGES				
Bank Charges & Interest	-	1356	1356	1035
Loan Interest	-	-	-	1111
HP Charges	-	34	34	249
	<u>-</u>	<u>1390</u>	<u>1390</u>	<u>2395</u>
DEPRECIATION				
Motor Vehicles	9942	3970	13912	13851
Office Equipment	-	4512	4512	-
Loss/(Profit) on Disposal of Vehicle	-	3367	3367	(1453)
	<u>9942</u>	<u>11849</u>	<u>21791</u>	<u>12398</u>
TOTAL EXPENDITURE	<u>260673</u>	<u>127110</u>	<u>387783</u>	<u>369722</u>