

Company Number: 1998621

Charity Number: 517391

DISABILITY WALES/ANABLEDD CYMRU

AUDITED FINANCIAL ACCOUNTS

YEAR ENDED 31 MARCH 1998

**KEANE & CO
CHARTERED ACCOUNTANTS
& REGISTERED AUDITORS**



FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 1998

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OFFICERS AND PROFESSIONAL ADVISORS**TRUSTEES:**

Mr J E Carr
Mr L Clark (resigned 26:10:97)
Mrs E Edwards
Mr J A Edwards OBE (deceased 03:07:98)
Mrs E Evans
Ms J Hambridge
Mr M Harper
Miss N Hughes MBE
Mr J Hutchinson
Mr B John
Mr G Johnson
Mr P J Lewis
Mrs J Marsh
Mr D Morris
Mr D Phillips (resigned 26:10:97)
Mr R Taylor
Mrs S Weaver
Miss C M Williams
Mrs J Williams
Mr S Wood (resigned 26:10:97)
Mrs Y Farmer (resigned 26:10:97)
Mrs S Davies-Jones
Ms A John
Cllr W R Edwards
Cllr T D M John
Cllr P Saunders
Cllr E R Harries
Mr M Bricknell
Mr J McKeen
Mr D W Evans
Mr L Parks (resigned 26:10:97)
Mr R David (appointed 26:10:97)
Mrs G Moore (appointed 26:10:97)
Mr A Gordon (appointed 26:10:97)
Mrs Howells (appointed 26:10:97)
Mr P Denton (appointed 26:10:97)
Ms R Evans (appointed 26:10:97)
Mr S Milsom (appointed 26:10:97)
Ms N Langdon (appointed 26:10:97)

REGISTERED OFFICE: Llys Ifor
Crescent Road
Caerphilly

AUDITORS: Keane & Co
Perch Buildings
20 West Bute Street
Cardiff

BANKERS:	The Co-Operative Bank	Natwest Bank Plc
	37 Park Place	19 Cardiff Road
	Cathays Park	Caerphilly
	Cardiff	CF8 1WF

REPORT OF THE TRUSTEES

The Trustees present their report and the financial statements of the company for the year ended 31 March 1998.

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, Director and Treasurer follow on pages 4 to 9.

AUDITORS

Keane & Co have expressed their willingness to continue in office and a resolution proposing their re-election will be put before the Annual General Meeting.

By order of the Trustees

Trustee

..... *G. H. Co. Johnson* (Name)

GEORGE H W JOHNSON

Chairman's Report

Sadly, the late Chairman, John Ashton Edwards, passed away before being able to draft his foreword to the 1997/8 Annual Report. The following text is from discussions with the Chairman over the year.

Last year saw Disability Wales celebrate 25 years of action, services, and education in Wales. It also introduced a new government eager to make its mark and, as the year unfolded, Disability Wales became involved in more and more consultations. The Green Paper on welfare reform and the Royal Commission on long term care will have important implications for the majority of disabled and elderly people in Wales. Proposals on pension provision and incapacity benefits based more on financial concerns than any commitment to welfare rights, could make life a lot harder for disabled people. Lastly, the establishment of a National Assembly for Wales could provide opportunities to work with long-time allies such as our Vice-President Dafydd Wigley to change the face of Wales, but time is short and our resources are few.

The Anniversary reception in July last year, hosted by the Mayor of Cardiff, brought together some familiar faces from the past. It was wonderful to meet again with stalwart campaigners and workers who have devoted so much of their lives to making the world a better place for disabled people. It would not be fair to single out names but we all recognise the huge effort that so many people have made over the years to make the organisation what it is today.

At the Annual Conference in October, we looked at the lessons we can learn now from past successes. It was a conference of mixed emotions. On the one hand, it was depressing to realise that most of the issues we were trying to tackle 25 years ago are still a problem today. On the other hand, it was refreshing to realise just how much we had moved on from the early days. Inevitably, though, the conference only highlighted the work that left to do – the work that will probably always be ahead of us as we try to ensure that opportunities for disabled people keep up with social change.

It is therefore disappointing that we have to meet the challenges of the coming years with reduced numbers of staff. 1997/8 saw the departure of some old friends, and ones that are more recent.

Alison Palmer, who had joined WCD as work-experience trainee over twenty years previously left in May, shortly followed by Administrative Assistant Leanne Shaddick. Loss of funding meant that Frances Birt, who joined with Clive Curtis in 1990 to organise the DAI service, left us when her post was made redundant along with several others. Fortunately, we were able to offer new posts to Julie Thomas and Sherrall Morris after their posts disappeared, although Julie sadly resigned her post at the end of the year.

Chairman's Report cont...

Other people who left us last year included Melanie Phipps, Beth Evans, Caroline Davies, and Sara Morgan. We appreciate everything they did for the organisation, no matter how long or short their stay. We must also pay tribute to our Helpline volunteers, who made a huge contribution with little recognition or support.

We welcome Penni Bestic as the new Information Officer and, in the Administration Unit, Paul Reed, and Kelly Coles. They join the existing staff, to whom we must offer our thanks and appreciation for keeping our core services going during some difficult times.

There are many new opportunities afforded by the new National Assembly for Wales and legal enforcement of the Disability Discrimination Act through a new Disability Rights Commission. Disability Wales can therefore look forward to an unprecedented period of consultation and lobbying as we work to shape a more accessible, inclusive Welsh society.

Nerys Hughes MBE MCSP
Senior Vice-Chairman

On behalf of

John Ashton Edwards OBE, BA, BSc (Econ), MA
Disability Wales / Anabledd Cymru Chairman

1926 - 1998

1986 - 1998

Director's Report

1997 was a difficult year. While we celebrated 25 years' action on disability issues in Wales, the reduction in Welsh Office grant began to have real impact. Moreover, just as we were coming to terms with providing quality programmes and services with fewer staff, we had the small matter of a change of Government.

The Labour Party had secured a groundswell of support among the disability movement in the run-up to the 1997 General Election by making promises that seemed to meet our concerns. There would be a review of benefits, a new Labour Government would bring in comprehensive enforceable disability rights legislation, and disabled people would be consulted on every aspect of government changes.

One year on, there have been distinct changes. However, it has not all been good news. While the new Government announced a comprehensive review of benefits, nothing was done to stop the notorious and unfair Benefit Integrity Project, leaving many disabled people under unnecessary financial threat. The Government may have invested £198 million in new employment training and personal advisor services through the New Deal initiative. However, it has turned its back on demands that the Disability Discrimination Act (DDA) should apply to small employers as well as larger firms. There has been an ongoing review of the DDA by the Disability Rights Task Force, but without representation of disability groups in Wales. And so on - every gain matched by an unfortunate gaffe.

If nothing else, the past year has illustrated the need for concerted action in the face of extensive lobbying by other sectors. The call for a reduction in the DDA threshold from 20 to 2 employees was, more or less, unanimous from disability groups, but we failed to convince Government that the arguments of the employment lobby were flawed. We won the battle to get new housing access regulations on the statute book, but lost out to the house-builders' plea to build to current standards on their extensive land banks.

Every new Government is a welcome opportunity for influence, but we cannot forget that there are other voices shouting to be heard. In addition, not all of them are friendly to our cause. Last year saw a referendum that will change the face of Welsh politics, providing countless opportunities for the lobbyists to put their case. Disability Wales has been working with the Equal Opportunities and Racial Equality Commissions to ensure that disability, gender and race equality is firmly on the agenda of the National Assembly for Wales. We have succeeded in being heard. Disability Wales is involved as technical advisor on the National Assembly Building and the joint DW/EOC/CRE recommendations on equality policies did appear in the National Assembly white paper. Nevertheless, we must be vigilant and continue to set that agenda - all of us.

Director's Report cont...

Whether you work in the learning disability, sensory impairment, mental health or physical disability sectors, you and we have a shared responsibility to ensure that the new National Assembly hears a common voice - and is being monitored by us all.

Against this background of political upheaval, of course, the work must go on. With fewer staff to deal with our existing programmes, the expectation that we can and will respond instantly to Government consultations (over 100 last year) is frankly unrealistic. If anything, government changes increase the workload on our information services, access unit, disability equality programme and every other aspect of our work and that of our members. We have all had to make clear and sometimes harsh decisions over the year on our priorities. That is not easy when we know how much needs to be done.

I would like to pay tribute to the staff at Disability Wales, who have shown absolute commitment to our work no matter what circumstances have been thrown their way. Many of our committee members also deserve high praise and our thanks for the support they have given staff over the year.

As the Welsh Office has recognised in a recent report, staff has maintained a high level and standard of service in all aspects of our work, despite the occasional turmoil.

The training programmes developed by the access, information and disability equality units at Disability Wales are worth special mention. Pioneering courses for access officers, access groups, information workers and disability equality workers have continued apace, with demand increasing all the time.

Consultation and advice services on benefits, access, independent living schemes and the Disability Discrimination Act are under increasing pressure as more and more people become aware of their rights - and the way those rights are threatened. In the same way, increasingly national bodies now recognise the need to take disability issues seriously and we have worked with a steadily growing number of quangos, government departments and professional bodies in the past year.

New research on the use of technology by disability groups will guide our future work and the quality of published information in Wales will benefit from new standards and guidelines being developed with the EOC and CRE.

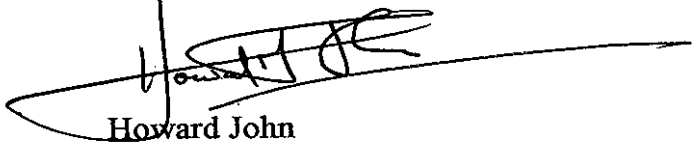
Briefing notes and newsletter reports on the National Assembly, Benefit Integrity Project, DDA, Disability Rights Commission and other key issues continue to play a major role in informing disability groups on current debates, often followed up by "roadshow" consultations.

Director's Report cont...

European recognition continues with our work with Chwarae Teg on European Commission funding conditions. For the first time disability, gender and race equality criteria have been mainstreamed into an EC project. That collaboration with gender and race agencies has been acknowledged as a first in Europe by relevant EC departments and Disability Wales is well placed to influence funding in Wales as the country's objective status is decided.

Over the next year we will prepare for our work with the new National Assembly. Disability Wales is poised to take its place alongside the new Disability Rights Commission in a new participative Government in Wales. We all know that much still needs to be done to change the social, economic and political culture in Wales, but we and our members are determined to work ceaselessly towards that goal of a fully inclusive Welsh society.

Finally, I would like to pay my personal tribute to the late Chairman. John Ashton Edwards made a huge impact on all who knew him. We will all remember him in our own way. For me I will remember a gentleman of huge integrity who had lived an incredible life full of achievement. His legacy is in all our work.



Howard John

16 January 1999

Treasurer's Report

This is my last report as Treasurer and I am pleased to be able to confirm that the financial position of the organisation is sound. Whilst I have enjoyed working with fellow trustees, and staff, due to personal circumstances I feel that now is the appropriate time not to seek re-election.

The audited accounts clearly show that, whilst the balance sheet is strong, reliance on the Welsh Office grant is of paramount importance and hopefully in the future the organisation will generate more of its own income.

I can only wish David Evans every success as the new Treasurer and I am sure he will be able to count on the support of fellow trustees and staff.

Doug Morris FCA

AUDITORS' REPORT

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

We have audited the financial statements set out on pages 12 to 21 which have been prepared under the historical cost convention and the accounting policies set on page 15 and 16.

Respective Responsibilities of the Trustees and Auditors

As described on page 3 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 1998 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

19 January 1999

STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 1998

	Notes	Unrestricted Funds £	Restricted Funds £	Total 1998 £	Unrestricted Funds 1997 £
INCOMING RESOURCES					
Welsh Office Grants		278633	-	278633	341050
Training & Consultancy Fees		25528	-	25528	4098
Conference Fees		5935	-	5935	3543
Membership Fees		4038	-	4038	3733
Donations		2686	-	2686	1359
Sale of Publications		387	-	387	451
Volunteering In Wales		-	12454	12454	-
National Lottery Board		-	65647	65647	-
Help the Aged		-	5000	5000	-
Investment Income		16596	-	16596	10353
Bank Interest		6129	-	6129	6019
Other Income		3413	-	3413	1961
Total Incoming Resources		343345	83101	426446	372567
RESOURCES EXPENDED					
Direct Charitable Expenditure	2	184461	51304	235765	227801
Management and Administration	3	148133	9498	157631	139657
Total Resources Expended		332594	60802	393396	367458
Net Incoming Resources		10751	22299	33050	5109
Exceptional Item	4	-	-	-	3500
Provisions No Longer Required		10800	-	10800	1544
Increase in Bursary Provision		(3000)	-	(3000)	-
Gains/(Losses) on Investments:					
- Realised		(1411)	-	(1411)	8149
- Unrealised		18061	-	18061	(4831)
Net Movement in Funds		35201	22299	57500	13471
Balances Brought Forward		245534	-	245534	232063
Balances Carried Forward		280735	22299	303034	245534

SUMMARY INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 31 MARCH 1998

	NOTES	1998 £	1997 £
Gross Income from Continuing Operations		343345	372567
Total Expenditure of Continuing Operations		(332594)	(367458)
Interest Payable	14	—	—
Net Income for the Year		10751	5109
Exceptional Income	4	—	3500
Provisions No Longer Required		10800	1544
Increase in Bursary Provision		(3000)	—
Realised (Losses)/Gains on Investments		(1411)	8149
NET INCOME FOR THE YEAR	6	<u>17140</u>	<u>18302</u>

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 2 and 3.

The summary Income & Expenditure Account is derived from the Statement of Financial Activities on page which, together with the notes to the accounts on pages 15 to 21 provides full information on the movements for the year on all the Charity's funds.

**BALANCE SHEET
AS AT 31 MARCH 1998**

	NOTES	1998		1997	
		£	£	£	£
FIXED ASSETS					
Tangible Assets	7		11630		19430
Investments	8		70805		184461
			82435		203891
CURRENT ASSETS					
Debtors and Prepayments	9	3490		5281	
Cash at Bank & in Hand		252524		119658	
		256014		124939	
CREDITORS: AMOUNTS FALLING DUE IN LESS THAN 1 YEAR					
Creditors and Accruals	10	24608		60421	
NET CURRENT ASSETS			231406		64518
TOTAL ASSETS LESS CURRENT LIABILITIES			313841		268409
Provisions	11	(10807)		(22875)	
			303034		245534
CAPITAL & RESERVES					
General Charity Fund	12	280735		245534	
Restricted Funds	16	22299		-	
			303034		245534

These accounts were approved by the Trustees on 16/1/99

G.H.W. Johnson Trustee *GEORGE H. W. JOHNSON* (Name)
G.N. Moore (HMS) Trustee *GUYNEA NARA MOORE* (Name)

**NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1998****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 1998 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

	Unrestricted Funds	Restricted Funds	Total 1998	Unrestricted Funds 1997
	£	£	£	£
Salaries and Staff Costs	130862	38785	169647	158037
Provision of Advisory Service	9189	4472	13661	34726
Newsletter and Other Publications	20116	1862	21978	32097
Conference Costs	10522	1185	11707	7497
Training Costs	13772	5000	18772	-
Depreciation	-	-	-	(4556)
	184461	51304	235765	227801

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1998 CONT...

3 . MANAGEMENT & ADMINISTRATION COSTS

	Unrestricted Funds	Restricted Funds	Total 1998	Unrestricted Funds 1997
	£	£	£	£
Salaries and Staff Costs	66552	-	66552	57466
Office Costs	45450	9498	54948	56141
Bank Charges and Interest	964	-	964	942
Professional Fees	4357	-	4357	6425
Audit Fee	2938	-	2938	3378
Cost of Trustee Meetings	9272	-	9272	7505
Depreciation	18600	-	18600	7800
	148133	9498	157631	139657

4 . EXCEPTIONAL ITEM

The amount of £3200 (1997 £3500) was awarded by the Welsh Office as slippage for 1998. This year, the amount has been included in total Welsh Office Grants received, as it is no longer considered to be an exceptional item.

5 . STAFF COSTS

	1998 £	1997 £
Salaries	153678	171427
Social Security Costs	14314	16199
Pension Contributions	12789	14577
	180781	202203

No employee earned more than £40000

Average number of employees:

Direct Charitable	6	9
Management & Administration	3	3
	9	12

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1998 CONT...

6 . NET INCOME

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

	1998	1997
	£	£
Depreciation	18600	7800
Loss/(Profit) on Disposal of Fixed Assets	-	(4556)
Auditors Remuneration	2938	2938
Directors' Emoluments	nil	nil

7 . TANGIBLE FIXED ASSETS

	TOTAL	OFFICE	MOTOR
	£	EQUIPMENT	VEHICLES
		£	£
COST			
As at 01:04:97	31200	-	31200
Additions	10800	10800	-
Disposals	-	-	-
As at 31:03:98	42000	10800	31200
DEPRECIATION			
As at 01:04:97	11770	-	11770
Charge for Year	18600	10800	7800
Released on Disposal	-	-	-
As at 31:03:98	30370	10800	19570
NET BOOK VALUE			
As at 31:03:98	11630	-	11630
As at 31:03:97	19430	-	19430

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1998 CONT...

8 . INVESTMENTS

	1998 £	1997 £
Listed Investments at Market Value	70805	184461
Original Cost of Investments	49758	181755

The inclusion of investments at market value and not cost represents a change in accounting policy in 1996 (see note 1).

9 . DEBTORS

	1998 £	1997 £
Debtors	3490	5281
Prepayments	-	-
	3490	5281

10 . CREDITORS: AMOUNTS DUE IN LESS THAN ONE YEAR

	1998 £	1997 £
Tax and Social Security Costs	4192	4587
WD Winters Fund	1520	1520
Other Creditors and Accruals	18896	54314
	24608	60421

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1998 CONT...

11 . PROVISIONS

	1998	1997
	£	£
Assertion Training	4693	8761
Recruitment Costs	-	5000
Bursary Fund	6114	3114
Anniversary Activities	-	6000
	10807	22875

12 . GENERAL CHARITY FUND

	1998	1997
	£	£
Balance Brought Forward	245534	232063
Net Income for Year	35201	13471
Balance Carried Forward	280735	245534

13 . TAXATION

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

14 . INTEREST PAYABLE

	1998	1997
	£	£
Bank Loans and Overdrafts	-	-
Hire Purchase Interest	-	-
	-	-

NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 1998 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 £15448 (1997 £15260) and the sum of £540 (1997 £5063 due to pension company) was due back at 31:03:98. This is included in debtors and prepayments.

16 . RESTRICTED FUNDS

	Income £	Expenditure £	Carried Forward £
National Lottery Board	65647	49658	15989
Volunteering in Wales	12454	6144	6310
Help the Aged	5000	5000	-
	83101	60802	22299