

Registered Company Number 1998621  
Registered Charity Number 517391

**Disability Wales / Anabledd Cymru**  
(A Company Limited by Guarantee and not Share Capital)

**Annual Report and Financial Statements**

**for the Year Ended 31 March 2011**

SATURDAY



\*ALENWZD4\*

A23

19/11/2011

346

COMPANIES HOUSE

## **Disability Wales / Anabledd Cymru**

### **Annual report for the year ended 31 March 2011**

#### **Contents**

|                                      |         |
|--------------------------------------|---------|
| Reference and administrative details | 1       |
| Trustees Annual Report               | 2 - 13  |
| Independent Auditors Report          | 14 - 15 |
| Statement of Financial Activities    | 16      |
| Balance Sheet                        | 17      |
| Notes to the Financial Statements    | 18 - 26 |

**Disability Wales / Anabledd Cymru**  
**Annual Report**  
**for the year ended 31 March 2011**

**REFERENCE AND ADMINISTRATIVE DETAILS**

|                  |                                                                                                                                                       |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Company number   | 1998621                                                                                                                                               |
| Charity number   | 517391                                                                                                                                                |
| Principal Office | Bridge House<br>Caerphilly Business Park<br>Van Road<br>Caerphilly<br>CF83 3GW                                                                        |
| Auditors         | Broomfield & Alexander<br>Chartered Accountants<br>& Statutory Auditors<br>Ty Derw, Lime Tree Court<br>Cardiff Gate Business Park<br>Cardiff CF32 8AB |
| Bankers          | National Westminster<br>19 Cardiff Road<br>Caerphilly<br>Mid Glamorgan<br>CF83 1WF                                                                    |
| Solicitors       | Geldards LLP<br>Dumfries House<br>Dumfries Place<br>Cardiff CF10 3ZF                                                                                  |

**Directors and trustees**

The directors of the charitable company (the charity) are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees

The trustees serving during the year and since the year end were as follows

|                   |                    |
|-------------------|--------------------|
| Henry Langen      |                    |
| Wendy Ashton      |                    |
| Stephen Sweetman  |                    |
| Judith Pennington |                    |
| Nicholas Pearson  |                    |
| Gwyn Kemp-Philp   | Appointed 14/5/10  |
| Natasha Hirst     |                    |
| Robert Gravelle   | Resigned 30/11/10  |
| Amanda Glover     |                    |
| April Harper      | Appointed 21/10/10 |
| David Duncan      | Appointed 21/10/10 |

|           |                 |
|-----------|-----------------|
| Secretary | Ms Rhian Davies |
|-----------|-----------------|

**Disability Wales / Anabledd Cymru**  
**Chairman's Statement**  
**for the year ended 31 March 2011**

**CHAIRPERSON'S REPORT**

This has been yet another challenging year for Disability Wales, its staff and the Board. Challenges arising through the general economic climate has had a direct impact on the voluntary sector and led to a significant reduction in our funding.

Despite this, we have fulfilled a packed programme of activities, with campaigning and consultation, based on the needs of our members. We have achieved this through concentrating on core activities that have the greatest impact on our members. There have also been some very interesting and productive projects, training events and campaigns.

We launched 'The Way To Go' Project in South East Wales which was as a result of a successful bid to the Advancing Equality Fund of the Welsh Assembly Government. Over the year we saw six modules successfully delivered. This has fostered stronger links between Disabled Peoples Organisations and Local Government Planning Departments. Particular thanks must go to both Helen Kane and Michelle Herbert for their leadership in this project.

Independent Living has focussed on our Manifesto pledges and the strategy which culminated in an ITV supported media event at Ty Hywel involving our members, AMs and representatives from our partner organisations across the voluntary sector. This links into areas of greatest concern to disabled people which was depicted through a series of Digital Stories.

The 10<sup>th</sup> Anniversary of the Coalition on Charging Cymru has not resulted in free Home Care for all but has led to the Welsh Assembly Government introducing a Social Care Charging Measure with a maximum charge of £50 per week through the 'First Step Programme'.

We have also seen Disability Wales embrace the Digital Age with the ongoing publication of DW E News, our monthly bulletin to all members, and our dedicated Twitter and Facebook pages, which has greatly encouraged a wider audience participation.

There have been some changes to the Board, we said goodbye to Robert Gravelle who had to step down due to work commitments. We did however welcome new Board Members Dave Duncan from Rhonda Housing Association Disability Action Group, and April Harper from Flintshire Disability Forum.

I would like to go on and take this opportunity to congratulate the Chief Executive, Rhian Davies, on achieving her Masters Degree, and to also thank members who participated in the interviews. The results of the research and much of the study can now be used to inform the future direction of DW.

Once again I would like to thank the Chief Executive for her ongoing support to myself and Board Members.

Special thanks must also be extended to the staff for their continued work and commitment and to the Board who devote their time to DW.

As the 40<sup>th</sup> Anniversary of DW approaches, I look forward to working with the Board, staff team and members to promote the work and our achievements within the Disability Movement as we continue to strive for equality and rights when we move forward into 2012 and beyond.

**Wendy Ashton**

**Chairperson**

**Disability Wales / Anabledd Cymru  
Trustees Annual Report  
for the year ended 31 March 2011**

The trustees, who are also directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2011

**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 management committee has agreed to guarantee the company's debts for the amount of £1 each.

Trustees are appointed annually at the Annual General Meeting where the board of directors can appoint a trustee. Casual vacancies are filled by the management committee and ratified at the next Annual General Meeting. New trustees are given information packs about the organisation and their responsibilities.

The directors have initiated a formal risk management process to assess the business risks and strategies for dealing with them. This involves formally identifying the type of risks the charity faces, prioritising them in terms of potential impact and the likelihood of occurrence, and identifying means of mitigating the risks.

**OBJECTIVES & ACTIVITIES**

Disability Wales' vision is for a strong and active movement of disabled people's organisations in Wales working collectively to achieve a society where disabled people enjoy their right to be full and equal citizens.

It remains vital that disabled people are at the forefront of organisations representing the interests of disabled people to ensure that the views being expressed reflect not only their direct experience but also the priorities and types of service and support that disabled people want and need.

As the national umbrella body this requires activity from DW on several fronts, including providing practical tools and resources to support the development of disabled people's organisations, being pro-active in pursuing disability rights and equality through targeted campaigns, and utilising our expertise to change practice in services to disabled people through delivery of consultancy, research and training.

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.

**Disability Wales / Anabledd Cymru  
Trustees Annual Report  
for the year ended 31 March 2011**

**CHIEF EXECUTIVE REPORT**

**Introduction**

In reviewing the year there is much positive news to report to members where DW has made a significant impact in promoting the rights, equality and independence of disabled people in Wales. In particular we made solid progress with some longstanding campaigns, including on community care charges, access to the built environment and independent living, as well as with groundbreaking initiatives concerning disability hate crime and domestic abuse against disabled women.

Yet inevitably the wider political and economic climate imposed itself on our work plans. The introduction of the Equality Act (2010), which supersedes the Disability Discrimination Act (1995 and 2005), is increasingly undermined by the UK Government programme of cuts in benefits and services which we fear will substantially reduce the income and support available to disabled people in Wales. Consequently DW had to reassess its priorities in order to respond to Government policy on Welfare Reform, which as a non-devolved matter was previously considered beyond its remit and specific expertise. DW has not escaped the cutbacks, and following an anxious wait regarding the future of our own core funding beyond March 2011, we heard that we were to face a 5% reduction in grant from Welsh Government.

**Strategic Review**

Given DW's three year core funding arrangement was due to end, we undertook a Strategic Review to help plan for the future and in preparation for any new Welsh Government grant rounds. This exercise, facilitated by a freelance consultant, involved Directors, staff, members and stakeholders in assessing the impact of DW's work and operation. In terms of our strengths the Review found that

"DW is a well-respected, effective, value-driven organisation which has survived a lengthy period of challenge and change with a scaled down team of eight dedicated workers and a heavy workload"

The main weaknesses identified however are "DW's almost exclusive dependence on Welsh Government for its funding and the lack of clear priorities to order and focus its activities". The Review made recommendations aimed at securing DW's long-term sustainability by addressing these and other issues, including governance, evaluation and the misperceptions of some members and partners.

DW appreciates the time given by members and stakeholders to participating in the Review and the valuable contribution made. Together with the input from Directors and staff this helped us to clarify our core role as

"reflecting the views of Disabled People's Organisations to Government with the aim of informing and influencing policy"

We also agreed our strategic priorities which relate to six key objectives: developing DW as a strong membership-led organisation, representation of members' views to government, delivering campaigns which improve services and/or raise awareness of disability issues, developing sustainable funding arrangements, maintaining effective governance and management, and evaluating the impact of DW's work.

Given the wide range of activities that DW could become involved with - indeed members identified more than 30 issues they considered a priority - this clarification of our role and strategic objectives enables us to be more focussed in what we undertake and on maintaining an effective organisation. It also allows us flexibility in responding to changing circumstances.

## **Disability Wales / Anabledd Cymru Trustees Annual Report for the year ended 31 March 2011**

With a team of just eight staff covering the whole of Wales, however committed we are to rights and equality of disabled people, we must be realistic about what we can accomplish. The challenging economic climate, which has brought a reduction in our core funding and fierce competition for other grants and income sources, also means we can no longer do work for free.

### **Independent Living Now!**

More positively, the situation opens up opportunities for partnership working and in progressing ideas such as those promoted in our *Manifesto for Independent Living* launched prior to the Assembly Elections, which encourages a more joined up and creative approach to designing and delivering services. The *Manifesto* was the culmination of a year-long campaign for which planning began two years previously. At all stages it involved DW's members across Wales in agreeing our definition of 'independent living', planning and participating in three briefing events, two round-table meetings and one conference, signing the petition, and identifying the six 'calls to action' outlined in the *Manifesto*. These encompass advocacy, advice and peer support, housing, personal assistance, person centred technology, transport, and participation in the economic, social and cultural life of Wales.

This support enabled us to create a momentum behind the campaign resulting in a successful multi-media *Manifesto* launch. It included films of individual disabled people talking about barriers to independent living they have experienced personally and gave rise to an item on the ITV Wales *Six O'clock News* that evening. Nearly 40 Assembly candidates pledged their support for our 'calls to action' of which 15 were subsequently elected. Following the collection of more than 700 signatures to our petition, the Assembly Petitions Committee engaged in correspondence with the Deputy Minister for Social Services, Gwenda Thomas AM, regarding the Welsh Government's position on introducing a National Strategy on Independent Living.

The Deputy Minister's response indicated support in principle for the aspirations of our *Manifesto* but less so with the proposal that a Strategy was the appropriate implementation mechanism. Instead it was argued that the way forward may be in using the Wales Specific Public Sector Duties within the Equality Act (2010) which requires public bodies to identify and progress action on strategic equality objectives, one of which could be to address independent living.

Discussions regarding how this approach might work in practice have continued with the new Equality Minister, Jane Hutt AM, and her senior officials, and we anticipate that by the time of the next Annual Review there will be positive news to report. If so this will yield significant benefits to members in terms of recognition of the role of Disabled People's Organisations in involvement in the commissioning, design, delivery and evaluation of services that secures the right of disabled people to live independently.

### **Way to Go. Planning for Inclusive Access**

DW recognises that access to the built environment is a key element in independent living, and one in which we have played a leadership role for many years. Our previous campaign, *Streets Ahead*, raised national awareness that disabled people remain largely excluded from local High Streets despite legislation. As a result of evidence collected through our campaign and the report recommendations, we successfully applied for a Welsh Government Advancing Equality Grant to develop and run the project *Way to Go. Planning for Inclusive Access*. This has enabled us to deliver a development and training programme aimed at local disability organisations, including Access Groups, as well as local authority Planning Officers. The programme is aimed at developing the knowledge, skills and values of all participants concerning disability equality issues, the planning system, inclusive access, working together and resolving conflict. The first programme of six modules was delivered in South East Wales and was an outstanding success.

**Disability Wales / Anabledd Cymru  
Trustees Annual Report  
for the year ended 31 March 2011**

Comments from participants included

*"Very, very informative "*

*"Modules were well balanced, informative and objective "*

*"I learned how simple it is to approach conflict head on and not be afraid "*

The benefit this provides to members is the provision of a high quality training programme delivered by experts in the field, free of charge and where all expenses are met. Planning Officers may not have not embraced this opportunity with the same alacrity as disability organisations, however, there is no doubt that it is meeting the needs identified in the *Streets Ahead* Report and improving partnership working on access issues at the local level.

**Coalition on Charging Cymru**

A third campaign has had a very direct monetary benefit to many disabled people in Wales and results from the introduction of the Social Care (Wales) Charging Measure. Over the last ten years DW has played a leading role in the Coalition on Charging Cymru which has campaigned for the abolition of community care charges. Although this ultimate goal has yet to be achieved, steady inroads have been made over the years which has reduced the amount of charges some people pay and removed many from charging all together. Through the Charging Measure, wherever you live in Wales you will not have to pay more than £50 a week for your community care services. You will also have a right to a full financial assessment, as well as a review of your charges if you believe that you cannot afford them.

Furthermore, the COCC successfully lobbied for Direct Payments users who challenge their charges not to have these deducted at source. It also provided case examples of the type of hardship faced by disabled people which might give rise to request for reviews which were included in the Guidance.

The Deputy Social Services Minister, Gwenda Thomas AM, announced the introduction of the new Measure and the 'First Steps Improvement' package on 25 March 2011, and emphasised its impact on the 14,000 people in Wales who are charged for the community care services on which they rely. At the launch event the Deputy Minister stated:

*"I would like to thank all those who have been involved in the development of the changes we are introducing including the Coalition on Charging Cymru, who I understand are by coincidence celebrating their 10<sup>th</sup> anniversary of their formation"*

The Welsh Government News Release also noted that:

*"The Coalition has worked closely with the Assembly Government on the changes it has previously introduced in relation to charging for non-residential social services and were heavily involved in representing service user's views on the changes now being introduced"*

We are proud of the significant role we have played within the COCC and the various Advisory Groups set up by the Assembly Government to inform policy on this subject. DW has learned much from being involved in progressing a policy issue from a campaign to consideration of options, drafting of legislation, regulations and guidance, and ultimately implementation.

## **Disability Wales / Anabledd Cymru Trustees Annual Report for the year ended 31 March 2011**

### **Disability Hate Crime**

DW's ability to be flexible has enabled us to respond swiftly to new issues as they arise. Two examples of this over the last year or so include Disability Hate Crime, and Domestic Abuse against Disabled Women. Work begun with the Police Services in Wales in 2009 culminated last year in two national consultation seminars held in Llandrindod Wells, and a large scale conference in Swansea.

The two national seminars – the first on this issue – involved representatives of all police forces in Wales as well as disability organisations and other stakeholders. The first seminar focussed on people's experience and understanding of what disability hate crime is and the barriers facing disabled people in reporting it and obtaining justice. The second looked at solutions, and resulted in the drafting of an Action Plan.

The conference in Swansea was organised jointly with South Wales Police and attracted more than 150 participants who heard presentations from the Chief Constable Peter Vaughan, the Assistant Chief Constable from Leicestershire, on the lessons learned from the Pilkington Inquest, as well as representatives from Welsh Government, the Ministry of Justice, Crown Prosecution Service, Equality and Human Rights Commission and Safer Wales. The Conference was described variously as 'inspiring' and 'thought provoking' and significantly raised the awareness of police officers and disabled people alike concerning the nature of disability hate crime, with many of the latter recognising for the first time that this is what they had experienced.

A key development from the seminars and conference was the formation of the Disability Hate Crime Action Group, initiated by DW and Safer Wales, and which includes members such as Learning Disability Wales, Mencap, Scope and RNIB Cymru. Representatives from the Police and the EHRC also attend meetings where members share information and plan the development of new resources, such as a Facebook page. A priority for the Action Group is ensuring that disability organisations recognise disability hate crime when their members or service users recount incidents, and encourage them to report it.

Given the Formal Inquiry being undertaken by the EHRC into disability related harassment, to which DW has contributed, it is encouraging that there are agencies in Wales who are taking this matter seriously.

### **Domestic Abuse against Disabled Women**

Another issue that has been seriously overlooked has been the experiences of disabled women facing domestic abuse. In partnership with Welsh Women's Aid and the University of Glamorgan, DW received a grant from the Welsh Government New Innovations Fund to undertake research. It is anticipated that the findings, which will be written up into a report, will influence policy and practice concerning domestic abuse and the particular needs and experiences of disabled women.

### **Policy and Consultations**

In addition to the policy areas already outlined, DW participated in a wide range of forums focussing on specific issues and responded to seventeen consultations, well in excess of the target of eight. These ranged from Access to Work to the UN Convention on the Rights of People with Disabilities. Some involved participation in Welsh Government task groups such as the Review of Direct Payments Guidance and Blue Badge Regulations, whereas others, like Adult Social Care Reform and the WAG Digital Inclusion Strategy, were written responses only. Many involved the input of members, particularly on Disability Living Allowance and the Accessibility of Rail Travel in Wales.

**Disability Wales / Anabledd Cymru  
Trustees Annual Report  
for the year ended 31 March 2011**

On the latter issue we arranged a popular event as part of our AGM in Wrexham *Ticket to Ride – where are we going with access to rail travel?* Chaired by Will Bee, guest speakers included Ann Jones AM, Chairperson of the Assembly Equal Opportunities Committee, which undertook an Inquiry into this area, and representatives from Welsh Government, Arriva Trains Wales and Passenger Focus Wales. The event further benefitted from the insightful presentation given by Karen Beatty, drawing on her personal experience and professional expertise regarding rail accessibility.

Colleagues from Arriva Trains Wales were challenged by members about its staffs' understanding of disability equality issues including the Social Model of Disability. A positive outcome from the day was that the representatives took this challenge 'on board' and have been investigating options for staff training.

Drafting consultation responses is time consuming and not always the most exciting element of our work. However, in the last year or so, DW has experimented with different approaches to gathering the views of disabled people, and enabling members to have their say without any requirement to sit round a table poring through a dry and dusty consultation document.

One successful approach was through creative writing as an essential element of the project *Words to Wales: Disabled People Write their Lives*. Another has been through using Social Media, particularly via our Facebook page, and a third by collecting audio/visual stories of individuals and their experiences.

#### **Words to Wales**

Listen, Words to Wales  
See the Humanity Ours  
Yours, mine, together The Same

*Elaine Davies*

The *Words to Wales* project was jointly funded by Welsh Government and the Arts Council for Wales, with the purpose of raising awareness of the everyday experiences of disabled people in Wales. It involved a series of creative writing workshops held across the country, which enabled participants to express their thoughts and feelings about an experience from their lives through poetry, prose or monologues. These were edited into an online publication and a bilingual, multi-media, mobile Exhibition was created featuring the words and images from the workshops.

The Exhibition is available for hire free of charge and is suitable for display in foyers of public buildings, for example. Some organisations booking it are using it as part of an awareness raising exercise with staff, which also includes presentations and training sessions.

For some of the participants it was their first opportunity to participate in a creative writing project, and it was designed to be inclusive of all levels of experience including people with limited literacy. Importantly, while it was designed to raise awareness of disability equality issues, it also equipped participants with new skills. Furthermore, all work produced in the sessions was published, and some participants read out their pieces at the launch event. One or two have since become prolific writers and had a number of poems published. So often disabled people are expected to give freely of their time and energy in the quest of improving services and changing public attitudes, it was good therefore to be able to offer something of personal value in return.

**Disability Wales / Anabledd Cymru  
Trustees Annual Report  
for the year ended 31 March 2011**

**Social Media**

DW has made significant progress with using Social Media, which in addition to our Website includes pages on *Facebook*, *Twitter* and *You Tube*. In March 2010 we received 47,000 hits to our Website, averaged around 420 'followers' on *Facebook*, whereas our followers on *Twitter* soared to well over 1,000.

Members' evaluation of our website indicates that it is easy to navigate and that the content is relevant and up to date. We have a loyal following on *Facebook*, with regular and lively postings on a range of issues. It has proved a very useful means of gathering comments from members and others for consultation purposes. *Twitter* has proved valuable for communicating 'snippets' of information, and for making contact with other organisations. Given that DW has collected several digital stories to illustrate campaign messages on Independent Living and benefits issues, our page on *You Tube* provides an ideal repository for these and other video footage collected. In some instances we have submitted audio stories as part of our evidence to various consultations, such as the Independent Commission into Social Services in Wales.

Social Media allows an immediacy of response not possible through other more traditional means of communication. However, we recognise that many disabled people do not have access to this, either for geographical reasons, lack of skills and experience, or the ability to afford IT equipment. To help address this we have been working with Communities 2.0 on the Welsh Government Digital Inclusion Strategy. To demonstrate our own commitment, we arranged training for Directors and staff on making the most of Social Media which was provided by Communities 2.0. We aim to continue working on this agenda to ensure this does not become yet another area where disabled people are excluded.

DW maintained a high profile presence within both broadcast and print media over the year, obtaining features on its own campaigns including *Independent Living Now!*, cuts in benefits and services and the Social Care Charging Measure. It also commented on issues such as Blue Badges, Accessible Rail and the International Day of Disabled People. A highlight was obtaining a Charity Broadcast on BBC Radio Cymru/Wales. We used this opportunity to raise the profile of our campaign *Independent Living Now!* which was featured in the popular *Jamie and Louise Show*.

**Cuts in benefits and services**

Maintaining a strong media presence seems ever more vital given the 'double whammy' of cuts in benefits and services which will have such a deep impact on disabled people in Wales. There are nearly half a million disabled people in Wales of which half again receive Disability Living Allowance, with ten percent of the working age population receiving either Incapacity Benefit or Employment and Support Allowance. We see our role very much as representing the voice of disabled people as clearly as possible so that policy makers and the public understand how the changes will affect individuals, families and communities in Wales. This is also important to counteract the negative stereotypes that abound about people who claim benefits, so often characterised as 'scroungers', 'workshy' and 'layabouts'.

The wide ranging nature of the cuts, coupled with Welfare Reform not being a non-devolved matter, means that DW does not have the capacity to engage with every single aspect of the changes. However, we have decided to focus on three areas most directly connected to our work on Independent Living, namely Disability Living Allowance, Independent Living Fund and Access to Work. We are collecting case studies as part of our evidence base to use when speaking with MP's, AM's and the media.

**Disability Wales / Anabledd Cymru  
Trustees Annual Report  
for the year ended 31 March 2011**

We have also become actively involved in consortia such as *Hardest Hit UK* and *Cuts Watch Cymru*. The former is focussed specifically on cuts in benefits and services as they affect disabled people and comprises organisations of and for disabled people. The latter is led by Oxfam Cymru and the Bevan Foundation and takes a broader look at changes across a wide range of service users and will undertake long term research into their impact.

We trust that this approach will be the best use of our resources while also benefitting members by providing information about the changes, ensuring their views are heard and providing leadership within the disability sector on this issue of fundamental importance.

### **Developing the Organisation**

As part of our effort to be sustainable and minimise our carbon footprint, DW has been putting policies and procedures in place which enabled us to achieve Levels 1 and 2 of the *Green Dragon* Environmental Standard. Alongside our *Investors in People* Award, given in recognition of our commitment to the development and training of all personnel within the organisation, it demonstrates our commitment to good practice and external evaluation of our work.

Through partnership working with organisations such as Sustainable Wales, Communities 2.0 and Geldards, DW secured a number of free training opportunities for Directors and staff. It also invested in other skills development including in IT, Copywriting, Easy Read, and Training and Facilitation, as well as the roles and responsibilities of being a Board member. All training undertaken is fully evaluated at all levels within the organisation in terms of business benefits and securing best value.

With regard to my own personal development, following a lengthy period of part-time study, I finally graduated with an MSc in Equality and Diversity from Cardiff University. My dissertation topic was on the 'Opportunities and Threats shaping the development of Disabled People's Organisations in Wales'. I owe much to the ten DPOs who agreed to be interviewed as part of my research, and offer them my heartfelt thanks. The findings have certainly helped inform the development of our strategy to build the capacity of DPOs in Wales. My thanks also go to Directors and staff within DW for their support and encouragement, and particularly to Kelly Stuart for arranging the interviews around Wales.

### **Acknowledgements**

A number of individuals have worked with us on a freelance basis this year which has contributed greatly to the success of several projects and initiatives. These include Helen Kane, Anne Lukens, Robert Gravelle, Chris Tally, Andy Dark, Margaret Underwood, and Mel Witherden, as well as Elwyn Thomas and James Davies from Planning Aid Wales. Thanks and appreciation also goes to Maggie Hayes, our volunteer from WCVA's Graduate Intern Scheme, who has proved a real asset to DW.

Despite the uncertainty of the last year, Directors and staff alike continue to work as a strong and united team which is in no small measure due to the dedicated leadership of our Chairperson Wendy Ashton. I regularly receive compliments from members and partners about one or other of the staff team and I am fortunate to be Chief Executive of an organisation that can boast such talent, creativity, and commitment. No doubt this will stand DW in good stead, given the challenges ahead, where Wales has greater powers but less public funding, and where disabled people have more protection under equality laws but whose quality of life has never been more at risk.

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

**Disability Wales / Anabledd Cymru  
Trustees Annual Report  
For the Year ended 31 March 2011**

**FINANCIAL REVIEW**

**This Year**

Once again we have had a hard trading year, a year that has seen spending cuts in all sectors of the economy. This is the third of our three year funding agreement, with the expectation of a cut in funding next year.

Despite the tough trading environment we have managed to end the year showing only a small deficit of £776. This was due mainly to writing off an opening journal adjustment of £1,998.

**Reserves Policy**

The stated aim of the reserves policy is to allow for unforeseeable events. This could be anything from a failure of a critical piece of office equipment, to the sudden loss of all funding.

The aim is to hold six months operating costs, included in this is the ability to meet all our obligations. Due to a change in the funding cycle from the Welsh Government, our grant period and the period between break clauses in our office lease no longer coincide. As a result, we now need to hold 24 months' rent in reserve rather than the six months we held previously.

Our total unrestricted reserves at year end were £329,740, this includes the four ring fenced reserves for Redundancy (£44,306), legacies (£155,059), Campaigns (£10,967) and the Bursary scheme (£5,176).

The total reserve required to meet the policy is £244,019, with current reserves and taking all our obligations into account the reserves policy is funded to 130%.

**The Future**

With the economic situation in the UK, and the policy of cutting back Government spending, it is hard to envisage a future that will not include funding cuts to most third sector organisations. It is unlikely that Disability Wales will escape these cuts.

I believe that the actions taken by the Board in previous years to streamline the organisation and the work by staff to heighten its profile, will, in the long term, help to ensure the future of Disability Wales.

**Steve Sweetman**

**Hon Treasurer**

**Disability Wales / Anabledd Cymru  
Trustees Annual Report  
For the Year ended 31 March 2011**

**RESPONSIBILITIES OF THE TRUSTEES**

The trustees (who are also directors of Disability Wales for the purposes 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 judgments 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,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware, and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**Statement as to disclosure of information to auditors**

So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

**Auditors**

The auditors, Broomfield & Alexander Limited, were appointed during the year and will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

**Disability Wales / Anabledd Cymru  
Trustees Annual Report  
For the Year ended 31 March 2010**

**Registered office:**

Bridge House

Caerphilly Business Park

Van Road, Caerphilly CF83 3GW

**Signed on behalf of the trustees**

Rhian Davies



Wendy Ashton



Date 1 NOVEMBER 2011

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

We have audited the financial statements of Disability Wales for the year ended 31 March 2011 which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes. The financial statements have been prepared under the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (Effective April 2008).

This report is made solely to the charity's trustees, as a body, in accordance with Section 43 of the Charities Act 1993. 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.

**Respective responsibilities of trustees and auditors**

The trustees' (who are also the directors of the company for the purposes of company law) responsibilities for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Trustees' Responsibilities.

The trustees have elected for the financial statements not to be audited in accordance with the Companies Act 2006. Accordingly we have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with regulations made under section 44 of that Act.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 2006. We also report to you if, in our opinion, the information given in the Trustees' Annual Report is not consistent with those financial statements, if the charity has not kept adequate accounting records, if the charity's financial statements are not in agreement with the accounting records and returns, or if we have not received all the information and explanations we require for our audit.

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

**Basis of audit opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) 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 judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered 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 presentation of information in the financial statements.

**INDEPENDENT AUDITORS' REPORT  
TO THE TRUSTEES OF  
DISABILITY WALES / ANABLEDD CYMRU – Continued .**

**Opinion**

In our opinion

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice [applicable to Smaller Entities], of the state affairs of the charity as at 31 March 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended, and
- the financial statements have been prepared in accordance with the Companies Act 2006



Ian Thomas BSc FCA DChA  
Senior Statutory Auditor  
For and on behalf of  
**Broomfield & Alexander Limited**  
Statutory Auditors  
Ty Derw  
Lime Tree Court  
Cardiff Gate Business Park  
Cardiff  
CF32 8AB

1st November 2011

**Disability Wales / Anabledd Cymru**  
**Statement of Financial Activities**  
**(incorporating the Income and Expenditure Account)**  
**For the year ended 31 March 2011**

|                                                       | Notes | Unrestricted<br>funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2011<br>£ | Total<br>2010<br>£ |
|-------------------------------------------------------|-------|----------------------------|--------------------------|--------------------|--------------------|
| <b>INCOMING RESOURCES</b>                             |       |                            |                          |                    |                    |
| <b>Incoming resources from generating funds.</b>      |       |                            |                          |                    |                    |
| <b>Voluntary income:</b>                              |       |                            |                          |                    |                    |
| Donations and Legacies                                | 2     | 2,737                      | -                        | 2,737              | 12,540             |
| Subscriptions                                         |       | 4,122                      | -                        | 4,122              | 4,660              |
| Grant                                                 | 3     | 442,000                    | -                        | 442,000            | 434,000            |
| Investment income                                     | 4     | 245                        | -                        | 245                | 1,116              |
| <b>Incoming resources from charitable activities:</b> |       |                            |                          |                    |                    |
| Provision of services                                 | 5     | 14,633                     | -                        | 14,633             | 12,024             |
| Grants                                                | 6     | 800                        | 81,022                   | 81,822             | 40,844             |
| <b>Total income</b>                                   |       | <b>464,537</b>             | <b>81,022</b>            | <b>545,559</b>     | <b>505,184</b>     |
| <b>RESOURCES EXPENDED</b>                             |       |                            |                          |                    |                    |
| Cost of charitable activities                         | 7     | 438,175                    | 81,017                   | 519,192            | 472,017            |
| Governance costs                                      | 8     | 27,143                     | -                        | 27,143             | 30,736             |
| <b>Total resources expended</b>                       |       | <b>465,318</b>             | <b>81,017</b>            | <b>546,335</b>     | <b>502,753</b>     |
| <b>Net (outgoing) / incoming resources for year</b>   | 10    | <b>(781)</b>               | <b>5</b>                 | <b>(776)</b>       | <b>2,431</b>       |
| <b>Transfer</b>                                       |       | <b>-</b>                   | <b>-</b>                 | <b>-</b>           | <b>-</b>           |
| <b>Fund balances brought forward</b>                  |       | <b>330,521</b>             | <b>19,368</b>            | <b>349,889</b>     | <b>347,458</b>     |
| <b>Fund balances carried forward</b>                  | 15    | <b>329,740</b>             | <b>19,373</b>            | <b>349,113</b>     | <b>349,889</b>     |

The statement of financial activities includes all gains and losses in the year  
All incoming resources and resources expended derive from continuing activity

The notes on pages 18 to 26 form part of the Financial Statements

**Disability Wales / Anabledd Cymru**  
**Balance Sheet as at 31 March 2011**

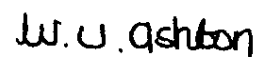
|                                                       | Notes | 2011<br>£       | 2011<br>£      | 2010<br>£       | 2010<br>£      |
|-------------------------------------------------------|-------|-----------------|----------------|-----------------|----------------|
| <b>Current assets</b>                                 |       |                 |                |                 |                |
| Debtors                                               | 11    | 20,380          |                | 19,710          |                |
| Cash at bank and in hand                              |       | 387,466         |                | 403,119         |                |
|                                                       |       | <u>407,846</u>  |                | <u>422,829</u>  |                |
| <b>Creditors:</b> amounts falling due within one year | 12    | <u>(58,733)</u> |                | <u>(72,940)</u> |                |
| <b>Net current assets</b>                             |       |                 | <u>349,113</u> |                 | <u>349,889</u> |
| <b>Net assets</b>                                     |       |                 | <u>349,113</u> |                 | <u>349,889</u> |
| <b>Accumulated funds</b>                              |       |                 |                |                 |                |
| <i>Unrestricted Funds</i>                             |       |                 |                |                 |                |
| Designated Funds                                      | 13    | 199,365         |                | 199,365         |                |
| General Funds                                         | 14    | 130,375         |                | 131,156         |                |
| Restricted Funds                                      | 16    | <u>19,373</u>   |                | <u>19,368</u>   |                |
|                                                       | 15    |                 | <u>349,113</u> |                 | <u>349,889</u> |

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008)

For the financial year ended 31 March 2011 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006

The financial statements were approved by the directors on 19.10.11 and were signed on its behalf by

  
Rhian Davies

  
Wendy Ashton

The notes on pages 18 to 26 form part of the Financial Statements

**Disability Wales / Anabledd Cymru**  
**Notes to the Financial Statements for the year ended 31 March 2011**

**1. PRINCIPAL ACCOUNTING POLICIES**

The financial statements have been prepared in accordance with applicable Accounting Standards in the United Kingdom, the Statement of Recommended Practice (SORP 2005) and the Companies Act 2006 in accordance with the Financial Reporting Standard of Smaller entities (effective April 2008)

**Basis of accounting**

The financial statements are prepared in accordance with the historical cost convention

**Cash flow**

The company qualifies as a small company under the terms of the Companies Act 2006. As a consequence it is exempt from the requirement to publish a cash flow statement.

**Tangible fixed assets**

The cost of tangible fixed assets is their purchase cost, together with any incidental expenses of acquisition. Tangible fixed assets costing more than £1,000 are capitalised.

Depreciation is calculated so as to write off the cost of tangible fixed assets, less their estimated residual values, on a straight-line basis over the expected useful economic lives of the assets concerned. The principal annual rates used for this purpose are:

|                  |        |
|------------------|--------|
| Office equipment | 20%    |
| Computers        | 33 33% |

Assets donated to the company are included at market value. All fixed assets are held for the company's own use.

**Fund accounting**

Unrestricted funds are expendable at the discretion of the directors in furtherance of the objects of the Trust.

Where funds have been set aside for specific purposes, or to meet future commitments, these are classified as designated funds.

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.

Unreleased grants received on capital expenditure are recognised as part of restricted funds rather than deferred income. The depreciation on the restricted assets is charged annually to the restricted fund.

**Income**

Income comprises grants, donations, legacies, subscriptions and bank interest receivable which are accounted for on an accruals basis except for donated income which is accounted for when received.

**Resources expended**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Cost of charitable activities includes expenditure associated with grants and include both the direct costs and support costs relating to these activities. Direct and support costs have been apportioned based on the time spent on the activity.

**Disability Wales / Anabledd Cymru**  
**Notes to the Financial Statements for the year ended 31 March 2011**

**1. PRINCIPAL ACCOUNTING POLICIES (continued)**

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

**Taxation**

The company as a registered charity is not liable to pay corporation tax on its charitable activities under the provisions of the Income and Corporation Taxes Act 1988

**Operating leases**

Rentals applicable to operating leases are charged to the statement of financial activities on a straight-line basis over the lease terms

**Irrecoverable VAT**

Irrecoverable VAT is charged against the category of resources expended for which it was incurred

**Liabilities**

The financial statements are prepared on an accruals basis thus recognising all liabilities when the charity has committed itself to an expense or contractual obligation

**Pension**

The Charity operates a money purchase scheme Pension cost charges represent contributions paid by the Charity to the fund in the year

**2. DONATIONS & LEGACIES**

The following have provided donations during the year

|                           | Unrestricted<br>Funds<br>£ | Restricted<br>Costs<br>£ | Total<br>Funds<br>2011<br>£ | Total<br>Funds<br>2010<br>£ |
|---------------------------|----------------------------|--------------------------|-----------------------------|-----------------------------|
| Legacy                    | 2,682                      | -                        | 2,682                       | -                           |
| Legacy – Geraint Williams | -                          | -                        | -                           | 12,500                      |
| General donations         | 55                         | -                        | 55                          | 40                          |
|                           | <u>2,737</u>               | <u>-</u>                 | <u>2,737</u>                | <u>12,540</u>               |

**3. GRANTS**

|                                         | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2011<br>£ | Total<br>2010<br>£ |
|-----------------------------------------|----------------------------|--------------------------|--------------------|--------------------|
| Welsh Assembly Government<br>Core Grant | 442,000                    | -                        | 442,000            | 434,000            |
|                                         | <u>442,000</u>             | <u>-</u>                 | <u>442,000</u>     | <u>434,000</u>     |

**Disability Wales / Anabledd Cymru**  
**Notes to the Financial Statements for the year ended 31 March 2011**

**4. INVESTMENT INCOME**

|               | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2011<br>£ | Total<br>2010<br>£ |
|---------------|----------------------------|--------------------------|--------------------|--------------------|
| Bank Interest | 245                        | -                        | 245                | 1,116              |
|               | <u>245</u>                 | <u>-</u>                 | <u>245</u>         | <u>1,116</u>       |

**5. PROVISION OF SERVICES**

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>Funds<br>2011<br>£ | Total<br>Funds<br>2010<br>£ |
|------------------------------|----------------------------|--------------------------|-----------------------------|-----------------------------|
| Information and publications | -                          | -                        | -                           | 1,127                       |
| Development and training     | 14,089                     | -                        | 14,089                      | 7,280                       |
| Policy and consultation      | 544                        | -                        | 544                         | 3,617                       |
|                              | <u>14,633</u>              | <u>-</u>                 | <u>14,633</u>               | <u>12,024</u>               |

**6. GRANT**

| Name of funding body           | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total funds<br>2011<br>£ | Total funds<br>2010<br>£ |
|--------------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| WCVA Grants                    | 800                        | -                        | 800                      | 800                      |
| WAG – Words for Wales          | -                          | 10,000                   | 10,000                   | 10,000                   |
| Arts Council for Wales         |                            |                          |                          |                          |
| – Words for Wales              | -                          | -                        | -                        | 5,000                    |
| Department for Work & Pensions |                            |                          |                          |                          |
| – Access for Work              | -                          | 14,127                   | 14,127                   | 25,044                   |
| WAG – Domestic Violence        | -                          | 5,000                    | 5,000                    | -                        |
| Way To Go Project              | -                          | 50,695                   | 50,695                   | -                        |
| Climate Change                 | -                          | 1,200                    | 1,200                    | -                        |
|                                | <u>800</u>                 | <u>81,022</u>            | <u>81,822</u>            | <u>40,844</u>            |

**Disability Wales / Anabledd Cymru**  
**Notes to the Financial Statements for the year ended 31 March 2011**

**7. DIRECT COST**

|                                   | <b>Information/<br/>Publications</b> |            | <b>Development &amp;<br/>Training</b> |               | <b>Policy &amp;<br/>consultation</b> |               | <b>Total</b>   | <b>Total</b>   |
|-----------------------------------|--------------------------------------|------------|---------------------------------------|---------------|--------------------------------------|---------------|----------------|----------------|
|                                   | Unrestricted                         | Restricted | Unrestricted                          | Restricted    | Unrestricted                         | Restricted    | 2011           | 2010           |
|                                   | £                                    | £          | £                                     | £             | £                                    | £             | £              | £              |
| Advertising                       | 613                                  | -          | 613                                   | -             | 613                                  | -             | 1,839          | 7,302          |
| Events                            | 5,639                                | -          | 5,639                                 | -             | 5,639                                | -             | 16,917         | 5,961          |
| Membership                        | -                                    | -          | -                                     | -             | -                                    | -             | -              | 12,378         |
| Office                            | 678                                  | -          | 678                                   | -             | 678                                  | -             | 2,034          | 1,926          |
| Post & stationery                 | 6,618                                | -          | 6,618                                 | -             | 6,618                                | -             | 19,854         | 11,139         |
| Prof fees                         | 175                                  | -          | 175                                   | -             | 175                                  | -             | 525            | 2,343          |
| Project exp                       | -                                    | -          | -                                     | 58,959        | -                                    | 22,059        | 81,018         | 43,062         |
| Staff                             | 95,711                               | -          | 95,711                                | -             | 95,711                               | -             | 287,133        | 291,318        |
| Subs                              | 1,154                                | -          | 1,154                                 | -             | 1,154                                | -             | 3,462          | 2,244          |
| Sundry                            | 913                                  | -          | 913                                   | -             | 913                                  | -             | 2,739          | 5,064          |
| T&S                               | 1,787                                | -          | 1,787                                 | -             | 1,787                                | -             | 5,361          | 9,069          |
| Telephone                         | 2,505                                | -          | 2,505                                 | -             | 2,505                                | -             | 7,515          | 9,246          |
| Communication &<br>transcriptions | 1,973                                | -          | 1,973                                 | -             | 1,973                                | -             | 5,919          | 2,106          |
|                                   | <u>117,766</u>                       | <u>-</u>   | <u>117,766</u>                        | <u>58,959</u> | <u>117,766</u>                       | <u>22,059</u> | <u>434,316</u> | <u>403,158</u> |
| <b>Support</b>                    |                                      |            |                                       |               |                                      |               |                |                |
| Bank charges                      | 416                                  | -          | 416                                   | -             | 416                                  | -             | 1,248          | 1,284          |
| Cleaning                          | 1,297                                | -          | 1,297                                 | -             | 1,297                                | -             | 3,891          | 4,290          |
| Computer                          | 2,807                                | -          | 2,807                                 | -             | 2,807                                | -             | 8,421          | 11,631         |
| Light & heat                      | 1,834                                | -          | 1,834                                 | -             | 1,834                                | -             | 5,502          | 5,997          |
| Premises                          | 14,569                               | -          | 14,569                                | -             | 14,569                               | -             | 43,707         | 43,101         |
| Repairs &<br>renewals             | 1,148                                | -          | 1,148                                 | -             | 1,148                                | -             | 3,444          | 2,556          |
| Equipment<br>Purchases            | 6,221                                | -          | 6,221                                 | -             | 6,221                                | -             | 18,663         | -              |
|                                   | <u>28,292</u>                        | <u>-</u>   | <u>28,292</u>                         | <u>-</u>      | <u>28,292</u>                        | <u>-</u>      | <u>84,876</u>  | <u>68,859</u>  |
|                                   | <u>146,058</u>                       | <u>-</u>   | <u>146,058</u>                        | <u>58,959</u> | <u>146,058</u>                       | <u>22,059</u> | <u>519,192</u> | <u>472,017</u> |

**Disability Wales / Anabledd Cymru**  
**Notes to the Financial Statements for the year ended 31 March 2011**

**8. GOVERNANCE**

|                            | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total funds<br>2011<br>£ | Total funds<br>2010<br>£ |
|----------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Audit                      | 3,113                      | -                        | 3,113                    | 3,000                    |
| Committee Development      | 1,000                      | -                        | 1,000                    | 479                      |
| Professional fees          | 8,166                      | -                        | 8,166                    | 11,445                   |
| Costs of trustees' meeting | 14,864                     | -                        | 14,864                   | 15,812                   |
|                            | <u>27,143</u>              | <u>-</u>                 | <u>27,143</u>            | <u>30,736</u>            |

**9. EMPLOYEE INFORMATION**

|                  | 2011<br>Number | 2010<br>Number |
|------------------|----------------|----------------|
| Service Delivery | 5              | 5              |
| Administration   | 3              | 3              |
| Total            | <u>8</u>       | <u>10</u>      |

|                                     | 2011<br>£      | 2010<br>£      |
|-------------------------------------|----------------|----------------|
| Staff costs (for the above persons) |                |                |
| Wages and salaries                  | 232,989        | 228,948        |
| Social security costs               | 23,604         | 23,218         |
| Other Pension costs                 | 24,231         | 21,738         |
| Temporary Staff & redundancies      | 1,018          | 13,115         |
|                                     | <u>281,842</u> | <u>287,019</u> |

No employees had emoluments in excess of £60,000 (2010 nil) No trustee received remuneration during the current or previous year

Included in the cost of trustees meetings is an amount of £10,333 (2010 £13,312) paid to the individual trustees in reimbursement of expenses All trustees can claim reimbursement of the cost of attending meetings and a total of 10 (2010 13) trustees were paid in the year, in relation to travel, subsistence and accommodation

**Disability Wales / Anabledd Cymru**  
**Notes to the Financial Statements for the year ended 31 March 2011**

**10. NET OUTGOING RESOURCES FOR THE YEAR**

|                                                              | 2011<br>£     | 2010<br>£     |
|--------------------------------------------------------------|---------------|---------------|
| Net outgoing resources are stated after charging/(crediting) |               |               |
| Auditors' remuneration                                       | 3,113         | 3,000         |
| Pension contributions                                        | 24,231        | 21,738        |
| Operating lease costs                                        | <u>44,772</u> | <u>41,625</u> |

**11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                                | 2011<br>£     | 2010<br>£     |
|--------------------------------|---------------|---------------|
| Other debtors                  | 5,437         | 4,888         |
| Prepayments and accrued income | <u>14,943</u> | <u>14,822</u> |
|                                | <u>20,380</u> | <u>19,710</u> |

**12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                            | 2011<br>£     | 2010<br>£     |
|----------------------------|---------------|---------------|
| Social security costs      | 6,534         | 6,419         |
| Other creditors            | 16,264        | 50,805        |
| Accruals & deferred income | <u>35,935</u> | <u>15,716</u> |
|                            | <u>58,733</u> | <u>72,940</u> |

**Disability Wales / Anabledd Cymru**  
**Notes to the Financial Statements for the year ended 31 March 2011**

**13. DESIGNATED FUNDS**

The income funds of the company include the following designated funds which have been set aside out of unrestricted funds by the Board of Directors for specific purposes

|            | Balances<br>1 April<br>2010<br>£ | Income   | Expenditure | Balances<br>31 March<br>2011<br>£ |
|------------|----------------------------------|----------|-------------|-----------------------------------|
| Legacies   | 155,059                          | -        | -           | 155,059                           |
| Redundancy | 44,306                           | -        | -           | 44,306                            |
|            | <u>199,365</u>                   | <u>-</u> | <u>-</u>    | <u>199,365</u>                    |

**14. MOVEMENTS IN UNRESTRICTED FUNDS**

|                                 | Designated<br>funds<br>£ | General<br>funds<br>£ | Total<br>Funds<br>£ |
|---------------------------------|--------------------------|-----------------------|---------------------|
| At 1 April 2010                 | 199,365                  | 131,156               | 330,521             |
| Net incoming resources for year | <u>-</u>                 | <u>(781)</u>          | <u>(781)</u>        |
| At 31 March 2011                | <u>199,365</u>           | <u>130,375</u>        | <u>329,740</u>      |

**15. ANALYSIS OF ASSETS BETWEEN FUNDS**

|                    | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>£     |
|--------------------|----------------------------|--------------------------|----------------|
| Net Current assets | <u>329,740</u>             | <u>19,373</u>            | <u>349,113</u> |
|                    | <u>329,740</u>             | <u>19,373</u>            | <u>349,113</u> |

**Disability Wales / Anabledd Cymru**  
**Notes to the Financial Statements for the year ended 31 March 2011**

**16. RESTRICTED FUNDS**

|                                | At 1 April<br>2010<br>£ | Incoming<br>£ | Outgoing<br>£   | At 31 March<br>2011<br>£ |
|--------------------------------|-------------------------|---------------|-----------------|--------------------------|
| Equality Project               | 4,260                   | -             | -               | 4,260                    |
| Venue                          | 1,028                   | -             | -               | 1,028                    |
| 3 <sup>rd</sup> December Event | 8,910                   | -             | -               | 8,910                    |
| DWP – Access to Work           | -                       | 14,127        | (14,127)        | -                        |
| Words for Wales                | 5,170                   | 10,000        | (14,445)        | 725                      |
| Way to go Project              | -                       | 50,695        | (50,695)        | -                        |
| Climate Change                 | -                       | 1,200         | (1,200)         | -                        |
| WAG – Domestic Abuse           | -                       | 5,000         | (550)           | 4,450                    |
|                                | <u>19,368</u>           | <u>81,022</u> | <u>(81,017)</u> | <u>19,373</u>            |

**The Equality Project** - This income was received from the Welsh Assembly Government to fund work on the Disability Equality in Action Project

**The WAG Accessible Venue** – This income was received from the Welsh Assembly Government to contribute to the costs of verifying the Accessible Venues database

**3<sup>rd</sup> December Event** – This event was to mark the International Day of Disabled People. The event was funded by Equality and Human Rights Commission, Arts Council for Wales and the Welsh Assembly Government

**DWP Access to Work** – This income was received from the Department of Work and Pensions to reduce inequalities between disabled and non-disabled people by removing barriers to work

**Words for Wales** – This income was received from the Welsh Assembly Government and Arts Council for Wales to provide 3 workshops around Wales for disabled people to tell their story

**Way to go Project** – Project to address how the planning process can secure disabled peoples' access to the built environment

Working with disability groups as well as local authority planning departments to raise awareness of disability equality issues

**Climate Change Grant** – Grant to assist in achieving the Green Dragon Environmental Standard award by assisting in developing an environmental management system relevant to the specific needs of the organisation

**WAG Domestic Abuse** – Welsh Womens Aid and Glamorgan University have come together to investigate the experiences of disabled women living with domestic abuse in Wales

**Disability Wales / Anabledd Cymru**  
**Notes to the Financial Statements for the year ended 31 March 2011**

**17. STATUS OF THE COMPANY**

The Trust 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.

**18. RELATED PARTIES**

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). WCVA paid Disability Wales £367 (2010: £800) for its participation in voluntary sector partnership activities with WAG represented by Rhian Davies.

**19. FINANCIAL COMMITMENTS**

At 31 March 2011, the Trust had annual commitments under non-cancellable operating leases as follows:

|                                               | 2011<br>£            | 2010<br>£     |
|-----------------------------------------------|----------------------|---------------|
| Expiring within one year                      | -                    | -             |
| Expiring between two and five years inclusive | -                    | -             |
| Expiring in over five years                   | <b>42,300</b>        | 42,300        |
|                                               | <b><u>42,300</u></b> | <u>42,300</u> |

**20. 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 £24,231 (2010: £21,738).

Contributions due at the year end are £6,818 (2010: £2,575).