

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 2012

FRIDAY



A39 "A1KUTUOB" #50
02/11/2012
COMPANIES HOUSE

Disability Wales / Anabledd Cymru

Annual Report for the year ended 31 March 2012

Contents

Reference and administrative details	1
Trustees Annual Report	2 - 11
Independent Auditors Report	12 - 13
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16 - 24

Disability Wales / Anabledd Cymru
Annual Report
for the year ended 31 March 2012

REFERENCE AND ADMINISTRATIVE DETAILS

Company number	1998621
Charity number	517391
Principal Office	Bridge House Caerphilly Business Park Van Road Caerphilly CF83 3GW
Auditors	Broomfield & Alexander Chartered Accountants & Statutory Auditors Ty Derw, Lime Tree Court Cardiff Gate Business Park Cardiff CF32 8AB
Bankers	National Westminster 19 Cardiff Road Caerphilly Mid Glamorgan CF83 1WF
Solicitors	Geldards LLP Dumfries House Dumfries Place 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	Resigned 14/02/12
Wendy Ashton	
Stephen Sweetman	
Judith Pennington	
Nicholas Pearson	
Gwyn Kemp-Philp	Resigned 19/03/12
Natasha Hirst	
Robert Gravelle	
Amanda Glover	
April Harper	
David Duncan	Resigned 19/03/12
David Power	Appointed 19/10/11
Lesley Keetley	Appointed 19/10/11
Terry Mills	Appointed 20/10/11

Secretary Ms Rhian Davies

Disability Wales / Anabledd Cymru
Chairman's Statement
for the year ended 31 March 2012

CHAIRPERSON'S REPORT

It's time, yet again, for me to write the report for the past twelve months in my role as Chairperson of Disability Wales

The year started off busily. As with everyone in the voluntary sector, we have had to look at budgets to see how best to manage the organisation, and provide our services, with fewer resources, that includes our Board of Directors, however, we have managed to pack a sizeable amount of work and activities into the year. We have also had some notable achievements.

In line with good governance practice, all Directors now have personal development interviews. This offers an opportunity to discuss how to both maximise the benefit of each individual's skills and a chance to further develop people's interests and training for the benefit of Disability Wales as a whole. We have also undertaken a range of training days both as a Board, and on occasion, jointly as a Board and Staff team. One of the new sessions introduced was social media training, in conjunction with the Communities 2.0 Digital Inclusion programme.

Much of our work in the early part of the year was around our aim to introduce a Strategy for Independent Living. This has now moved on much further, and at our AGM in Newport last October, the Minister for Finance, Jane Hutt A.M. announced the Welsh Government's intention to introduce a Framework for Action on Independent Living. Disability Wales warmly welcomed this move. The seminar and AGM was very well attended and very successful.

Following on from the AGM, I wish to formally welcome two new Directors to the Board, Terry Mills and Dave Powers.

The Way To Go Project moved into a new phase, with training and development programmes being run concurrently in North and South-west Wales. All the sessions were very well attended, with some being over-subscribed.

Towards the end of 2011 we began preparing for our 40th Anniversary launch with the compilation of a timeline of significant events that have happened throughout the 40 years of Disability Wales. Whilst we are able to celebrate our achievements, it also shows there is still a long way to go! Moving into January 2012, we began with the official launch of our Anniversary with an evening's celebration at the Senedd, hosted by Jane Hutt A.M.

Work continued in planning some key events building on our achievements at Disability Wales.

During the year we have said goodbye to several Directors who have moved on to pursue other endeavours – Henry Langen, who was Vice Chair for a number of years, Gwyn Kemp Philp and Dave Duncan, on behalf of the Board and staff I wish to give our thanks for giving their time and support.

I also wish to thank our Chief Executive, Rhian Davies, for her support and the staff team for their hard work, commitment and ongoing support during this year, and I hope we can all move into a successful and happy 40th Anniversary in 2012.

Wendy Ashton
Chairperson

**Disability Wales / Anabledd Cymru
Trustees Annual Report
for the year ended 31 March 2012**

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 2012

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.

PUBLIC BENEFIT

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

RISK MANAGEMENT

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

**Disability Wales / Anabledd Cymru
Trustees Annual Report
for the year ended 31 March 2012**

CHIEF EXECUTIVE REPORT

Disability Wales' core role is to reflect the views of disabled people's organisations to government with the aim of informing and influencing policy

Disability Wales (DW) is delighted to report to members its achievements over the last year in fulfilling its core role and strategic objectives. These have been across DW's work programme including membership support and representation, campaigns, governance, diversifying funding and evaluating impact.

Alongside ongoing work DW took the opportunity presented by its 40th Anniversary to highlight not only its own achievements but those of disabled people collectively and to mark progress in the quest for rights, equality, and independence. Furthermore the Anniversary provided a range of additional activities in which members could engage including a Reception at the Senedd, the *All Aboard* Transport Challenge and an oral history film project - the *Story at 40 the lives and times of disabled people in Wales*.

Among the sixty guests at the Senedd Reception were First Minister Carwyn Jones AM, as well as cross party representation from Assembly Members and colleagues from national and local organisations. Speakers included the Minister for Finance and Leader of the House Jane Hutt AM and Graham Benfield, Chief Executive of WCVA which in its previous manifestation as the Council for Social Services in Wales helped set up DW, then known as Wales Council for the Disabled.

Both highlighted DW's track record as a campaigning body. The Minister referred to its 'long and proud history standing up for the rights of disabled people in Wales' putting 'the Social Model of Disability at the forefront in the way that it engages with us in government', whilst Graham Benfield commended DW on its 'reputation for robust independence and ability to communicate in clear and authoritative ways'.

In keeping with these tributes DW mounted a high profile anniversary campaign the *All Aboard* Transport Challenge. It involved four representatives and two support workers from DW member group Pembrokeshire Young Voices for Choices in travelling 827 miles around Wales by public transport. The challenge highlighted barriers as well as progress in improving access to buses and trains. Sponsored by Arriva Trains Wales, Arriva Buses Wales and Express Motors it attracted considerable media attention with many members following the journey on Facebook and Twitter.

The four day Challenge culminated in Haverfordwest with a celebratory afternoon tea at County Hall and the opportunity for the young people to present their findings to transport providers, local politicians and DW members. Overall their experience was positive which demonstrates that if access arrangements can work smoothly for such a complex journey it should also be possible when disabled people make more straightforward trips. Thanks go to the intrepid travellers Sian Jones, Rhianon Griffiths, Iain Collins and Mike O'Hara together with their support workers Judith MacNamara and Nadine Farmer.

Another hallmark of DW's role is to challenge attitudes and raise awareness of disabled people's rights and equality. It secured a grant from the Heritage Lottery Fund to produce a film - *Story at 40* - featuring several disabled people who like DW turn 40 during 2012. Interviewees talk about their lives, achievements, aspirations and any barriers they may have encountered. It also explores to what extent the last four decades of progress in policy and legislation on disability equality has had on their lives. An exciting aspect of *Story at 40* is the recruitment and training of disabled volunteers of all ages to join the production crew as an integral part of making and editing the film. To be launched on International Day of Disabled People, it will be a valuable resource for training and presentations. Furthermore the unedited footage will be deposited with the National Screen and Sound Archive of

**Disability Wales / Anabledd Cymru
Trustees Annual Report
for the year ended 31 March 2012**

Wales and St Fagans National History Museum, ensuring its availability for future generations as a research and documentary tool

DW's Annual Seminar and AGM in 2012 will also provide a platform for members to celebrate the 40th Anniversary with a Seventies themed Dinner and Disco as well as a more serious minded policy debate which reflects on disabled people's rights past, present and future. The Anniversary has enabled DW to cement relationships with longstanding allies as well as forge new partnerships which have brought with it additional resources and opportunities from which members will no doubt benefit for years to come.

DW's support for membership development continued throughout the year with seminars, briefing events and training programmes attended by 430 participants in total. Topics ranged from the Equality Act (2010) to Handling Conflict and from an Introduction to the Planning System to the proposed Personal Independence Payment. Once again DW's project *Way to Go: Planning for Inclusive Access* supported via the Welsh Government's Advancing Equality Fund proved highly popular. Each programme of six modules ran concurrently in North and West Wales and was oversubscribed. Praised by participants as 'informative and interactive', modules brought together representatives from various disabled people's organisations and statutory planning departments with the aim of achieving a more accessible built environment in their areas.

As well as keeping members up to date with news and information via twelve editions of *DW E News*, DW's use of Social Media engaged nearly six hundred individuals via its *Facebook* page and close to 2,500 followers on *Twitter*. Through this new medium DW's work and campaigns reached a mass audience of disabled people and supporters, many of whom are not involved in local groups but are forming lively online networks. Nevertheless DW is well aware that not all disabled people are enjoying the benefits of the internet, whether through low income, lack of training or information about accessible software. To contribute towards addressing this DW is represented on the Steering Group of the Welsh Government's Communities 20 initiative aimed at implementing the latter's Digital Inclusion Strategy.

DW's campaigns have had particular impact in several policy areas including Independent Living, Disability Hate Crime and Blue Badge Reform. These have benefited members through increased awareness among policy makers and service providers of specific issues affecting disabled people, promoted joined up provision that meets individual need and resulted in removal of charges.

A major policy breakthrough came with Welsh Government announcing its intention to introduce a Framework for Action on Independent Living in response to DW's campaign *Independent Living Now!* Ahead of the Assembly Elections in May 2011, DW launched its *Manifesto for Independent Living* which outlined six priorities for action identified by DW members and supporters following a series of road shows and roundtables during the previous year. These were: information, advocacy and advice, housing, personalised support, person centred technology, transport, and access to social, economic and cultural opportunities.

Together with widespread support for the Manifesto goals, there were two critical success factors in securing government commitment to addressing independent living. These were DW's use of the Assembly Petitions process and the opportunity to give evidence to the Parliamentary Joint Committee on Human Rights chaired by Dr Hywel Francis MP.

DW based its petition request on Article 19 of the UN Convention on the Rights of Persons with Disabilities (UNCPRD) which outlines disabled people's right to live independently in the community, and called on Welsh Government to implement a strategy to achieve it. Having garnered more than 700 signatures in support, the Petitions Committee took up DW's case with Welsh Government Ministers. Meanwhile the Joint Committee launched an Inquiry into implementation of Article 19 by UK and devolved governments. In its evidence DW highlighted the urgent need for a strategic approach to Independent Living in Wales, citing progress in England and Scotland. The Joint Committee

**Disability Wales / Anabledd Cymru
Trustees Annual Report
for the year ended 31 March 2012**

indicated that it would also call upon Welsh Government to outline its plans regarding independent living

Following meetings between DW, the Minister and Welsh Government officials over the Summer, Jane Hutt AM announced to the Petitions Committee in October that the Welsh Government would introduce a Framework for Action on Independent Living as one of its Strategic Equality objectives. Since then DW has worked co-productively with Welsh Government and disability sector partners in developing the Framework. All involved endorsed the six Manifesto priorities and emphasised the crucial importance of closing the gap between policy and delivery so that good intentions result in real independence for disabled people in communities around Wales.

While much of DW's work is aimed at addressing barriers to disabled people's equality, which is often the result of unintended consequences, it has also focussed on issues such as Disability Hate Crime and Domestic Abuse where individuals are specifically targeted because they are disabled. Following on from seminars and conferences organised jointly with the Police Services in Wales in the previous year, DW played a leading role in developing the Disability Hate Crime Action Group Cymru. It is a forum which brings together national disability organisations and partners in Welsh Government, the Police and the Equality and Human Rights Commission to tackle disability hate crime with a particular emphasis on improving reporting.

DW participated in the EHRC's Inquiry into Disability Related Harassment which culminated in the Report *Hidden in Plain Sight*. The Inquiry identified that disabled people face harassment on a daily basis, often altering routines to avoid 'hotspots' such as public transport and school gates at home time. Furthermore that many accepted the abuse as part of their lives and when they did report it, were often not believed. In Wales recommendations included the Welsh Government taking up a leadership role in tackling harassment, utilising the opportunity presented by the public sector equality duties and piloting Multi Agency Risk Assessment Conferences (MARACs), which as an approach has worked successfully regarding domestic abuse.

In response to *Hidden in Plain Sight*, the Assembly's Communities, Equality and Local Government Committee launched its own Inquiry focussing on the role of Welsh Government, to which DW gave written and oral evidence. Its Inquiry made several recommendations for Welsh Government to take forward, to which it responded by introducing a strategic equality objective to tackle hate crime in general including against disabled people. DW is represented on the advisory group working on this issue as well as on the All Wales Working Group set up by the police services to pilot MARACs.

In addition to policy developments, DW sought to tackle hate crime more directly. Against stiff competition it successfully applied for Home Office funding to develop a pilot theatre forum project in partnership with Taking Flight Theatre which will tour schools and youth centres in Bridgend County Borough Council. Through the project DW will directly engage with young people about the impact of hate crime and encourage more respectful attitudes towards disabled people.

Similarly DW has raised the profile of another little understood issue: domestic abuse against disabled women. In partnership with the University of Glamorgan and Welsh Women's Aid, and with funding from Welsh Government DW undertook a research project into the experiences of disabled women based on a small number of case studies and a survey of support agencies. A key finding was that this issue is not recognised either by disability organisations or services that support women facing domestic abuse. Consequently there is limited training for staff, refuges are often inaccessible and a lack of joined up services. Tackling domestic abuse is included within the same Welsh Government Framework concerning hate crime and honour based violence, and DW looks forward to the research recommendations informing the way in which services respond to the needs of disabled women in future.

As well as influencing policies that lead to better services, DW is always pleased when its involvement contributes to disabled people being financially better off as was the case following the Welsh Government consultation on Blue Badges. Amidst fears that charges for Badges may increase to as

**Disability Wales / Anabledd Cymru
Trustees Annual Report
for the year ended 31 March 2012**

much as £20, a proposal which DW strongly opposed both in its consultation response and at Steering Group meetings, Ministers decided to waive charges all together. Given the financially challenging times facing many disabled people this was welcome news.

While unable to have a similar effect on the UK Government's Welfare Reform proposals, DW ensured that the serious concerns of members and the likely impact on thousands of disabled people in Wales were communicated to politicians, policy makers, the media and general public. Concerns include the replacement of Disability Living Allowance with the Personal Independence Payment, the closure of the Independent Living Fund to new applicants, the changes to housing benefit which will require individuals under 35 to live in shared accommodation and the imposition of penalties on households with a 'spare' bedroom.

DW believes that both individually and collectively these will be detrimental to disabled people's opportunities to maintain independence and fully participate in society. Rather than targeting resources at those in 'greatest need', DW is concerned that disabled people per se are being targeted as a cost saving measure and under the guise of rooting out fraud. The claims that individuals are 'faking' their impairments on an industrial scale is as damaging as the likely loss of income, as many disabled people are reporting increased incidents of hostility when out and about.

On behalf of members, DW has prioritised work related to Welfare Reform, even though as a non-devolved matter it is not specifically funded to carry this out. Activities have included coordinating responses to government consultations, gathering case studies from members to illustrate the impact of reforms, organising conferences and briefing events as well as contributing to research, particularly through its leading role in *Cuts Watch Cymru*. Together with RNIB Cymru it coordinated Hardest Hit Cymru, organising a successful March and Rally in Cardiff which attracted nearly a thousand participants. These activities ensured significant coverage across TV, radio and print media with several DW representatives giving interviews, comment and writing blogs and articles.

Inevitably funding remained a high priority during the year given a 5% cut in DW's core grant from Welsh Government as well as significant work in submitting a bid for the next three years. A successful application means that core funding is secured until 31 March 2015 albeit on standstill, enabling DW to plan ahead and seek additional funding streams. Given DW's reliance on Welsh Government funding, success with grant applications to the Heritage Lottery Fund, the Home Office and Oxfam was very welcome.

DW recognises the need to generate income which it can reinvest in the organisation for the benefit of members. It has run a number of Disability Equality Training courses for statutory, private and voluntary organisations and during the year it commissioned a Feasibility Study from external consultants into further developing a Training and Consultancy Service. The outcome from this has helped inform DW's Funding Strategy.

Closely linked to financial sustainability is environmental sustainability and DW was delighted to meet the standard required to achieve Level 3 of the Green Dragon Award through various measures to reduce its carbon footprint. This included increased use of public transport when attending meetings, switching to more environmentally friendly products and conserving energy.

Many remark how DW achieves such a high profile and output of work with just eight staff. Much is owed to their passion and commitment to achieving the rights, equality and independence of disabled people. This applies equally to those who have a public facing role, working with members, government officials and third sector colleagues on key campaigns and activities as well as staff operating in the background ensuring that enquires are dealt with promptly, events are arranged effectively and the office runs efficiently.

DW continues to take seriously its commitment to developing its personnel for which it has *Investors in People* status. DW introduced a system of personal development interviews for Directors which complements the annual appraisals that staff receive. It engages both directors and staff in formal and

**Disability Wales / Anabledd Cymru
Trustees Annual Report
for the year ended 31 March 2012**

informal discussions about its strategic direction and runs a number of joint training events. Directors and staff also work together on the Funding and Fortieth Anniversary Committees.

Given its close knit team DW was sorry to lose Membership Services Manager Michelle Herbert in March following six years of service to the organisation. She has moved to a new post in RNIB Cymru to run its Digital Inclusion Project and DW looks forward to working with her in this role.

In recent years DW has benefitted greatly from hosting volunteer placements who undertake a wide variety of roles that assist DW while also gaining new skills and experiences to enhance professional and personal development goals. DW acknowledges the valued contribution of Maggie Hayes and Martin Griffiths both of whom volunteered during the year.

A debt of gratitude is also owed to DW's Chairperson Wendy Ashton and the Board of Directors for their wisdom, support and dedication. Given the uncertain financial climate and challenges ahead, a Board that takes its role and responsibilities so seriously while remaining committed to the values of DW as a disabled people's organisation is greatly prized.

Over forty years there have been significant changes for disabled people as well as for DW itself. In 1972 there was little established in the way of support services and benefits or any concept of accessibility, let alone the right of disabled people to participate in mainstream society. Indeed DW's original name – Wales Council for the Disabled – reflected the paternalistic attitudes of the day.

Four decades on, disability is generally regarded as an equality rather than a welfare issue, however legislative gains have not necessarily translated into individual disabled people 'achieving our own goals and living our own lives in the way we choose for ourselves'. The fear is that cutbacks in benefits and services will reverse what progress has been made. For DW and its members the challenge is responding constructively to the current situation, utilising the full range of campaigning and communications techniques, tools such as the UNCRPD and Equality Duties and approaches that bring people together in common purpose. As an organisation with a forty year history, DW is well practiced in maintaining its vision of disabled people taking their rightful place in society and remaining steadfast in achieving it whatever the prevailing circumstances.

**Rhian Davies
Chief Executive**

**Disability Wales / Anabledd Cymru
Trustees Annual Report
For the Year ended 31 March 2012**

TREASURER'S REPORT

Before I give my annual report I would like to thank Paula Reed, our Office Manager, who put in the hard work preparing the accounts. I would also like to thank our auditors Broomfield & Alexander for their work and invaluable advice.

This Year

Once again we have had a hard trading year, a year that has seen spending cuts in all sectors of the economy. Disability Wales has not been immune to this and we saw our funding cut by 5% compared to last year.

Despite the tough trading environment, our staff have worked tirelessly and secured external funding and training contracts. This dedication means that I can report a trading surplus this year of £57,815. When restricted funds are taken into consideration there is still a surplus of £32,019.

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 contractual obligations.

Our total unrestricted reserves at year end were £361,759, this includes the four ring fenced reserves for Redundancy (£44,306), Legacies (£155,059), Campaigns (£9,650) and the Bursary Scheme (£4,428).

The total reserve required to meet the policy is £242,576, with current reserves and taking all our obligations into account, the Reserves Policy is funded to 149%.

The Future

With the economic situation in the UK continuing to be unsettled, and a reduction in Government spending, it is hard to envisage a future that will not include funding cuts, in real terms, to most third sector organisations. Disability Wales has already been told that the funding for the next three years will be frozen at the current level. Assuming an inflation rate between 2.5% and 3.5% this could mean a cut in real terms of approximately 7-10% over that period.

The only way that this shortfall can be avoided is for Disability Wales to increase the amount of funding obtained outside our core grant, be this from project funding from other sources or from income generated by training and other contract work.

I believe that the actions taken by the Board to develop a strategy on income generation and the work by staff to heighten Disability Wales' profile will, in the long term, help to ensure the future of Disability Wales.

**Stephen Sweetman
Treasurer**

**Disability Wales / Anabledd Cymru
Trustees Annual Report
For the Year ended 31 March 2012**

RESPONSIBILITIES OF THE TRUSTEES

The trustees (who are also directors of Disability Wales/Anabledd Cymru 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, and
- 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 adequate 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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions

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 25.10 2012

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

We have audited the financial statements of Disability Wales/Anabledd Cymru for the year ended 31 March 2012 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011 and the regulations made under section 154 of that Act. 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's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the trustees, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies, we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2012 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006

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

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements,
- the charitable company has not kept adequate accounting records,
- the financial statements are not in agreement with the accounting records and returns, or
- we have not received all the information and explanations we require for our audit

Broomfield & Alexander Ltd

Broomfield & Alexander Limited

Statutory Auditors

Ty Derw

Lime Tree Court

Cardiff Gate Business Park

Cardiff

CF32 8AB

26 October 2012

Broomfield & Alexander Ltd is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Disability Wales / Anabledd Cymru
Statement of Financial Activities
(incorporating the Income and Expenditure Account)
For the year ended 31 March 2012

	Notes	Unrestricted funds £	Restricted Funds £	Total 2012 £	Total 2011 £
INCOMING RESOURCES					
<i>Incoming resources from generating funds:</i>					
Voluntary income:					
Donations and Legacies	2	130	-	130	2,737
Subscriptions		4,765	-	4,765	4,122
Grants	3	419,900	-	419,900	442,000
Investment income	4	1,788	-	1,788	245
Release of DRC monies		9,446	-	9,446	-
<i>Incoming resources from charitable activities.</i>					
Provision of services	5	19,656	-	19,656	14,633
Grants	6	800	101,529	102,329	81,822
Total Income		456,485	101,529	558,014	545,559
RESOURCES EXPENDED					
Cost of charitable activities	7	392,481	75,733	468,214	519,192
Governance costs	8	31,985	-	31,985	27,143
Total resources expended		424,466	75,733	500,199	546,335
Net (outgoing) / incoming resources for year	10	32,019	25,796	57,815	(776)
Fund balances brought forward		329,740	19,373	349,113	349,889
Fund balances carried forward	15	361,759	45,169	406,928	349,113

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 16 to 24 form part of the Financial Statements

Disability Wales / Anabledd Cymru
Balance Sheet as at 31 March 2012

	Notes	2012 £	2012 £	2011 £	2011 £
CURRENT ASSETS					
Debtors	11	29,031		20,380	
Cash at bank and in hand		405,258		387,466	
		<u>434,289</u>		<u>407,846</u>	
CREDITORS: amounts falling due within one year					
	12	<u>(27,361)</u>		<u>(58,733)</u>	
Net current assets			406,928		349,113
NET ASSETS			<u>406,928</u>		<u>349,113</u>
ACCUMULATED FUNDS					
Unrestricted Funds					
Designated Funds	13	199,365		199,365	
General Funds	14	162,394		130,375	
			<u>361,759</u>		<u>329,740</u>
Restricted Funds					
	16		<u>45,169</u>		<u>19,373</u>
	15		<u>406,928</u>		<u>349,113</u>

For the year in question, the charitable company was entitled to exemption from an audit under section 477 of the Companies Act 2006

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act

The trustees/directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008)

These financial statements were approved by the Board of Directors/Trustees on 18 10 2012

Rhian Davies



Wendy Ashton



The notes on pages 16 to 24 form part of the Financial Statements

Disability Wales / Anabledd Cymru
Notes to the Financial Statements for the year ended 31 March 2012

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 2012

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 Funds £	Restricted Costs £	Total Funds 2012 £	Total Funds 2011 £
Legacy	-	-	-	2,682
General donations	130	-	130	55
	<u>130</u>	<u>-</u>	<u>130</u>	<u>2,737</u>

3. GRANTS

	Unrestricted Funds £	Restricted Funds £	Total 2012 £	Total 2011 £
Welsh Assembly Government	419,900	-	419,900	442,000
- Core Grant	419,900	-	419,900	442,000
	<u>419,900</u>	<u>-</u>	<u>419,900</u>	<u>442,000</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements for the year ended 31 March 2012

4. INVESTMENT INCOME

	Unrestricted Funds £	Restricted Funds £	Total 2012 £	Total 2011 £
Bank Interest	1,788	-	1,788	245
	<u>1,788</u>	<u>-</u>	<u>1,788</u>	<u>245</u>

5. PROVISION OF SERVICES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2012 £	Total Funds 2011 £
Development and training	19,656	-	19,656	14,089
Policy and consultation	-	-	-	544
	<u>19,656</u>	<u>-</u>	<u>19,656</u>	<u>14,633</u>

6. GRANT

Name of funding body	Unrestricted Funds £	Restricted Funds £	Total funds 2012 £	Total funds 2011 £
WCVA Grants	800	-	800	800
WAG – Words for Wales	-	-	-	10,000
Department for Work & Pensions – Access for Work	-	7,310	7,310	14,127
WAG – Domestic Violence	-	5,000	5,000	5,000
Way To Go Project	-	62,252	62,252	50,695
Climate Change	-	-	-	1,200
Heritage Lottery Fund – Story at 40	-	23,750	23,750	-
In Control Holding Account	-	3,217	3,217	-
	<u>800</u>	<u>101,529</u>	<u>102,329</u>	<u>81,822</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements for the year ended 31 March 2012

7. DIRECT COST

	Information/ Publications		Development & Training		Policy & consultation		Total	Total
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	2012	2011
	£	£	£	£	£	£	£	£
Advertising	205	-	205	-	205	-	615	1,839
Events	1,635	-	1,635	-	1,635	-	4,905	16,917
Office	1,342	-	1,342	-	1,342	-	4,026	2,034
Post & stationery	628	-	628	-	628	-	1,884	19,854
Prof fees	3,262	-	3,262	-	3,262	-	9,786	525
Project exp	-	3,673	-	61,241	-	10,819	75,733	81,018
40 th Anniversary costs	2,086	-	2,086	-	2,086	-	6,258	-
Staff	93,260	-	93,260	-	93,260	-	279,780	287,133
Subs	1,119	-	1,119	-	1,119	-	3,357	3,462
Sundry	832	-	832	-	832	-	2,496	2,739
T&S	1,988	-	1,988	-	1,988	-	5,964	5,361
Telephone	2,045	-	2,045	-	2,045	-	6,135	7,515
Communication & transcriptions	1,698	-	1,698	-	1,698	-	5,094	5,919
	<u>110,100</u>	<u>3,673</u>	<u>110,100</u>	<u>61,241</u>	<u>110,100</u>	<u>10,819</u>	<u>406,033</u>	<u>434,316</u>
Support								
Bank charges	510	-	510	-	510	-	1,530	1,248
Cleaning	1,179	-	1,179	-	1,179	-	3,537	3,891
Computer	2,416	-	2,416	-	2,416	-	7,248	8,421
Light & heat	1,488	-	1,488	-	1,488	-	4,464	5,502
Premises	14,742	-	14,742	-	14,742	-	44,226	43,707
Repairs & renewals	1,161	-	1,161	-	1,161	-	3,483	3,444
Equipment Purchases	(769)	-	(769)	-	(769)	-	(2,307)	18,663
	<u>20,727</u>	<u>-</u>	<u>20,727</u>	<u>-</u>	<u>20,727</u>	<u>-</u>	<u>62,181</u>	<u>84,876</u>
	<u>130,827</u>	<u>3,673</u>	<u>130,827</u>	<u>61,241</u>	<u>130,827</u>	<u>10,819</u>	<u>468,214</u>	<u>519,192</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements for the year ended 31 March 2012

8. GOVERNANCE

	Unrestricted Funds £	Restricted Funds £	Total funds 2012 £	Total funds 2011 £
Audit	3,396	-	3,396	3,113
Committee Development	1,236	-	1,236	1,000
Professional fees	3,234	-	3,234	8,166
Costs of trustees' meeting	24,119	-	24,119	14,864
	<u>31,985</u>	<u>-</u>	<u>31,985</u>	<u>27,143</u>

9. EMPLOYEE INFORMATION

	2012 Number	2011 Number
Service Delivery	5	5
Administration	3	3
Total	<u>8</u>	<u>8</u>

	2012 £	2011 £
Staff costs (for the above persons)		
Wages and salaries	231,985	232,989
Social security costs	23,644	23,604
Other Pension costs	21,587	24,231
Temporary Staff & redundancies	1,343	1,018
	<u>278,559</u>	<u>281,842</u>

No employees had emoluments in excess of £60,000 (2011 nil) No trustee received remuneration during the current or previous year

Included in the cost of trustees meetings is an amount of £18,972 (2011 £10,333) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 14 (2011 10) 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 2012

10. NET OUTGOING RESOURCES FOR THE YEAR

	2012	2011
	£	£
Net outgoing resources are stated after charging/(crediting)		
Auditors' remuneration	3,396	3,113
Pension contributions	21,587	24,231
Operating lease costs	<u>44,772</u>	<u>44,772</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2012	2011
	£	£
Other debtors	14,018	5,437
Prepayments and accrued income	<u>15,013</u>	<u>14,943</u>
	<u>29,031</u>	<u>20,380</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2012	2011
	£	£
Social security costs	5,987	6,534
Other creditors	181	16,264
Accruals & deferred income	<u>21,193</u>	<u>35,935</u>
	<u>27,361</u>	<u>58,733</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements for the year ended 31 March 2012

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 1 April 2011 £	Income £	Expenditure £	Balances 31 March 2012 £
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 funds £	General funds £	Total Funds £
At 1 April 2011	199,365	130,375	329,740
Net incoming resources for year	-	32,019	32,019
At 31 March 2012	<u>199,365</u>	<u>162,394</u>	<u>361,759</u>

15. ANALYSIS OF ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total £
Net Current assets	361,759	45,169	406,928
	<u>361,759</u>	<u>45,169</u>	<u>406,928</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements for the year ended 31 March 2012

16. RESTRICTED FUNDS

	At 1 April 2011 £	Incoming £	Outgoing £	At 31 March 2012 £
Equality Project	4,260	-	-	4,260
Venue	1,028	-	-	1,028
3 rd December Event	8,910	-	-	8,910
DWP – Access to Work	-	7,310	(11,019)	(3,709)
Words for Wales	725	-	-	725
Way to go Project	-	62,252	(57,568)	4,684
WAG – Domestic Abuse	4,450	5,000	(7,146)	2,304
Heritage Lottery Account – Story at 40	-	23,750	-	23,750
In Control – Holding Account	-	3,217	-	3,217
	<u>19,373</u>	<u>101,529</u>	<u>(75,733)</u>	<u>45,169</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

3rd 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

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

Heritage Lottery Account – Story at 40 – The story at 40 the lives and times of disabled people in Wales. Funding towards an oral history project timed to coincide with the organisations 40th Anniversary in 2012

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

Disability Wales / Anabledd Cymru
Notes to the Financial Statements for the year ended 31 March 2012

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 £800 (2011: £367) for its participation in voluntary sector partnership activities with WAG represented by Rhian Davies.

19. FINANCIAL COMMITMENTS

At 31 March 2012, the Trust had annual commitments under non-cancellable operating leases as follows:

	2012 £	2011 £
Expiring within one year	-	-
Expiring between two and five years inclusive	1,572	-
Expiring in over five years	43,200	42,300
	<u>44,772</u>	<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 £21,587 (2011: £24,231).

Contributions due at the year end are £181 (2011: £6,818).