

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 2013

Broomfield & Alexander Limited
Chartered Accountants & Statutory Auditors
Ty Derw,
Lime Tree Court
Cardiff Gate Business Park
Cardiff
CF32 8AB

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Disability Wales / Anabledd Cymru
Annual Report
for the year ended 31 March 2013

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**Disability Wales / Anabledd Cymru
Reference and Administrative Details
for the year ended 31 March 2013**

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

Wendy Ashton	
Stephen Sweetman	
Judith Pennington	- Resigned 18 October 2012
Nicholas Pearson	
Natasha Hirst	
Amanda Glover	
April Harper	- Resigned 12 July 2012, approved 20 March 2013, to be ratified at October 2013 AGM
David Power	
Lesley Keetley	- Resigned 9 April 2013
Terry Mills	
Ivor Jones	- Appointed 18 October 2012 – Resigned 30 November 2012
Delwyn Evans	- Approved 20 March 2013 – to be ratified at October 2013 AGM
Alan Thomas	- Approved 20 March 2013 – to be ratified at October 2013 AGM

Secretary

Ms Rhian Davies

**Disability Wales / Anabledd Cymru
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CHAIRPERSON'S REPORT

Once again it's that time, in my role as Chair of Disability Wales, to review our activities during the last financial year

April continued our 40th Anniversary celebrations in earnest, with a showcase event being led by four members of Pembrokeshire Young Voices for Choices, and two support staff circumnavigating Wales by public transport, with the aim of stopping at 40 locations along the route

The purpose of the trip was to highlight cases of good practice, and areas in need of improvement, with regard to access to public transport, railway stations, coach stops and taxi services, along their route. The adventurers videoed their evidence, tweeted their experiences, and attracted considerable media coverage. Our thanks for support go to Arriva Trains, bus services, linking coach, taxi services and accommodation providers. The trip, which took place over four days of the Easter holidays, started at Haverfordwest Railway station, and finished with a reception and presentation by the young people at Pembrokeshire County Hall at the end of their four days travel.

The other significant event linked to the Anniversary was the 70's themed dinner and disco, on the eve of the AGM and Conference which took place in Wrexham in October 2012. This was our chance to celebrate what Disability Wales and the wider Disability Movement has achieved over the preceding 40 years. We may still have a way to go, but a lot has been achieved over that time. As an organisation, and across the voluntary sector in general, we are so busy fighting for our rights, that we do not always take time to recognise what we have actually achieved, this was an appropriate moment. The Anniversary, which was launched in the Senedd in January 2012, culminated in an event at the Pierhead Building, Cardiff Bay, on 3 December, International Day of Disabled People, with the launch of the "Story at 40" video, the final part of the project supported by the Heritage Lottery Fund, where disabled people – all around the age of 40, and from all areas of Wales, recorded their experiences of living with an impairment throughout the 40 years of Disability Wales existence.

Moving on to more general matters in the work of Disability Wales, we have, like all other voluntary organisations, had to tighten our belts in terms of finance, with the reduction of monies available to financially support the organisation. We have had to consider ways of generating more income for ourselves and to this end held two joint Board and Staff Business Development Days where some promising ideas emerged.

Work on the Framework for Action on Independent Living continues to underpin many of our activities, as does work around Welfare Reform and Hate Crime. There has been a very successful theatre project around Disability Hate Crime, this was so successful in its pilot runs in secondary schools in the Bridgend area that more funding was made available by the Welsh Government to perform it in other counties across Wales.

During the year we said goodbye to longstanding Director Judith Pennington as well as Lesley Keetley and thank them both for their contribution to Disability Wales.

Once again, I wish to thank all Directors, our Chief Executive, Rhian Davies, and the staff team for all their continuing hard work and support during very trying financial times, but also for making our Anniversary year so special.

**Wendy Ashton
Chairperson**

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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 2013

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 Disability Wales 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.

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IMPACT REPORT: 2012/13

Objective 1: To develop Disability Wales as a strong membership-led organisation

As an umbrella body Disability Wales is committed to developing the capacity of its membership through supporting the development of new groups of disabled people as well as providing information, training and resources to existing members

Developing new Disabled People's Organisations

Linked to the application to the BIG Lottery Community Voice programme, Disability Wales worked with disabled people in Pembrokeshire and Ceredigion to develop new organisations in each county

Pembrokeshire. Disability Wales worked in partnership with Pembrokeshire Association of Voluntary Organisations (PAVO), Vision in Wales, Crossroads Care Mid and West Wales, and Theatr Fforwm Cymru to arrange an event open to disabled people and carers in the county. Attended by more than 40 individuals it was agreed unanimously to form a new disabled people's organisation to be called Pembrokeshire Independent Living Action Group

Ceredigion: working in partnership with Ceredigion Association of Voluntary Organisations (CAVO) and Disability Action Group Wales, Disability Wales assisted with the planning and delivery of an event held in Aberystwyth. Attended by more than 80 participants and co-chaired by Council Leader, Elen ap Gwyn, and Chairperson of DAGW, Tony Hawkins, it provided a platform to launch the development of a new group Ceredigion Disabled People Together

Disability Wales looks forward to welcoming both new groups into full membership in the near future

Supporting our members

Disability Wales provides a range of support to members through events, training, and the development of resources. These are aimed at keeping members informed, developing new skills, and enabling them to work effectively in their local area

Know your Rights, Use your Rights, Live your Rights!

Disability Wales's three year development programme is aimed at equipping members with knowledge and information about disabled people's rights under the UNCRPD, the Equality Act (2010) and the Wales Specific Public Sector Duties and how these can be used to promote equality, and eliminate discrimination and harassment in their community. The programme is designed to support and empower disabled people in the face of substantial cuts in benefits and services. This includes influencing the design and delivery of public services locally as well as challenge decisions which are not in line with equality laws

Disability Wales's programme '*Know your Rights, Use your Rights, Live your Rights*' will encompass both policy and membership work in arranging events and seminars and in producing an accompanying resource pack

Disability Wales launched the programme at its Annual Seminar held in Wrexham. Attended by 65 members and stakeholders, expert speakers included Lord Dafydd Wigley on 'Parliamentary Campaigning', Debbie Jolly from Disabled People Against Cuts on disability rights, and Diane Mulligan OBE on the UN Convention on the Rights of Persons with Disabilities (UNCRPD). The event was chaired by Matthew Richards from BBC Wales

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The event was well received, with members reporting an increase in their knowledge and understanding of equality issues

"Learnt a lot about how individuals can contribute to evidence on UNCRPD Another excellent Disability Wales event – thanks to all staff for their hard work"

Regional Events

Digital Lives

A one day event held in Llanelli in partnership with Carmarthenshire Disability Coalition for Action on the theme of digital inclusion, using 'Sarah's Story' from the *Story at 40* project. A select group of 11 participants received presentations from Nigel Hayton (LC Disability), Marcus Griffiths (Computer Recyclers) and Karlis Ozolins (Wales Co-operative Centre Digital Inclusion Officer)

Way to Go: Planning for Inclusive Access

"It has raised my awareness of what I can do in my job to fulfil the requirement of the Equality Act & the needs of other people"

Disability Wales delivered the final year of its successful three year project 'Way to Go' funded by the Welsh Government Advancing Equality Fund, bringing together the three elements of the initiative aimed at supporting disability groups and planning officers around Wales. It included the fourth regional development and training programme, delivery of the Mediation pilots and production of the Planning Toolkit.

Training and Development Programme

"[I learned] to give feedback on consultation processes and involve people from the outset of any plan"

(Way to Go participant)

During 2012/13 the programme of six modules was held in Cardiff for disability groups and planners operating in Cardiff, Vale of Glamorgan, Bridgend, Rhondda Cynon Taf, and Merthyr Tydfil. As in the previous two years, courses were facilitated by expert tutors on the topics of Disability Equality, Inclusive Access, Introduction to Planning, Working Together, and Managing Conflict.

"There was a good mix of people there i.e. from local authorities and local groups and it was good to hear different people's experiences"

(Way to Go participant)

More than 70 participants attended the programme of which 98.7% rated it overall between the categories of good and excellent, identifying some key learning objectives met such as:

"Better awareness of the Social Model, individual needs and more confidence with language"

"A better understanding of design and access statements"

Mediation Pilots

"[An] opportunity to discuss priorities for development rather than focusing on specific issues that needed to be resolved"

(Council Officer)

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A key aim of *Way to Go* is to assist local planning authorities, local access groups and other groups of disabled people to develop better relationships, allowing them to work together in an efficient and constructive way

With the assistance of professionally qualified mediator Ann Lukens a pilot mediation scheme was run in two local authority areas (in North and West Wales respectively) involving both council officers and group members. The process included separate discussions with each party to establish the issues of concern and then a joint session to consider the way forward

Given some past difficult relationships around planning issues between access groups and local authorities, a sensitive intervention like mediation can find ways to resolve issues and respect each other's needs and expertise. This forms the foundation for more effective co-operation in the future and will save both access groups and local planning authorities' considerable time and effort in the longer term

Evaluation of the *Way to Go* mediation pilots confirmed that participants found it very effective, giving the process an average score of 8.6 out of 10

"[It was beneficial] to discuss our different perception with the council "

(Disability Group Member)

Good Practice Guidance Toolkit

The *Way to Go* Toolkit brings together the issues and lessons from the training programme and mediation pilots to provide an online resource for planners to enable them to plan for inclusive access and to engage effectively with access and disability groups

It was produced on Disability Wales's behalf by Access Design Solutions and covers a range of topics including why and how to make planning more inclusive, engagement with access and disability groups together with practical resources including checklists on arranging accessible meetings and on issues such as appropriate use of language and terminology

Print versions of the Toolkit were circulated to all local authority and National Park planning divisions and have been well received

"A copy of the [Toolkit] has arrived on my desk and is most welcome"

(Council Officer, Anglesey)

Objective 2: To represent the interests of disabled people in Wales to government and other decision makers with the aim of advancing policies for disabled people

"Information and knowledge is empowering for disabled people"

(Disability Wales Member)

As well as 'face to face' activities Disability Wales has embraced Social Media as a means of developing new networking opportunities amongst members as well as disabled people not engaged in groups. We have established an active and growing online community of disabled people and supporters via Facebook and Twitter as a means of sharing information and experiences

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Website

Members' feedback indicates that Disability Wales's Website remains a valued source of information both about the organisation and its work

"Useful on research, information, details on events & consultations "

Social Media

Over the year Disability Wales saw a significant increase in users of its Facebook and Twitter pages and achieved

- 938 Likes on Facebook (30% increase)
- 4,271 Twitter Followers (25% increase)

Disability Wales eNews

"Keeps me up to date on what is going on"

Disability Wales produces a monthly electronic news bulletin for members providing a digest of news and events across Wales During the year

- 12 issues of Disability Wales E News produced and circulated to members and stakeholders

Consultations

"[I learned to] try to address/change policy rather than individual planning applications "

(Way to Go participant)

Responding to government consultations on draft legislation and policy on behalf of members is a time-consuming if necessary activity The impact of Welfare Reform in Wales and the increased powers of Welsh Government has added to the number and complexity of consultations emanating both from Westminster and Cardiff Bay

Disability Wales responded to 10 consultations, far exceeding its target of four during the year Nevertheless the work involved is considerable including providing briefings for members, arranging and participating in consultation events, gathering case studies, liaising with other organisations to arrive at a common view where appropriate and giving oral evidence at Assembly Committees Some of the consultations responded to include

Wales

- Social Services and Wellbeing (Wales) Bill
- Draft Framework for Action on Independent Living
- Blue Badge Review of Eligibility Criteria
- Active Travel (Wales) Bill
- The Enterprise and Business Committee inquiry into Integrated Public Transport
- Assembly Communities, Equality and Local Government Inquiry into Home Adaptations

UK

- Future of the Independent Living Fund
- National Rail Disabled People's Railcard – Review of Eligibility Criteria
- UK Government Fulfilling Potential Disability Strategy
- UK Government PIP Thresholds and Assessment Consultation

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Impact

"In terms of accessible housing registers, we feel that these can have a positive impact and should be implemented as a model of good practice"

Report of Inquiry into Home Adaptations, Communities,
Equality and Local Government Committee, July 2013

In response to the evidence Disability Wales and other organisations gave to the Home Adaptations Inquiry, the National Assembly Communities, Equality and Local Government Committee recommended that the Welsh Government should make accessible housing registers a statutory requirement. It is an example where consultations can have impact particularly where several organisations speak with 'one voice' and draw on sound evidence, which in this case included Disability Wales's 2009 research report (*There's more to it than just a ramp*) into the role and value of accessible housing registers.

Objective 3: To initiate, and to work in partnership with others, to deliver campaigns which improve services and raise awareness of disability issues

Campaigning on behalf of members remains a high priority within Disability Wales, the more so given the current financial climate and the impact it is having on disabled people's ability to live independently. As well as cuts in benefits and services many disabled people are reporting increased hostility towards them from members of the public. This appears to link to media reporting of widespread fraud amongst claimants and of people on benefit being workshy and faking impairments.

Accordingly Disability Wales has continued its campaigns regarding Welfare Reform, Independent Living and Disability Hate Crime to raise awareness, remove barriers and mitigate the effects of austerity.

Welfare Reform

As a campaigning and influencing organisation, Disability Wales's work on welfare reform includes

- Campaigning against the cuts e.g. through active membership of Hardest Hit Cymru
- Participating in government consultation and stakeholder engagement exercises such as membership of the DWP PIP Implementation Advisory Group
- Researching the impact of benefit and service cuts on disabled people in Wales and presenting findings to policy makers through its leading role in Cuts Watch Cymru
- Providing information and briefings to members about benefits changes via conferences, events, seminars and publications

Cap in Hand Report

Impact

"It's clear from this report that disabled people in Wales are on the sharp end as cuts and benefit 'reforms' take hold. The levels of anxiety and deprivation generated by these changes will have a serious impact on the lives of people least able to withstand them."

Julian Rosser, Oxfam Cymru, on behalf of Cuts Watch Cymru

Disability Wales published a major report *Cap in Hand: the impact of Welfare Reform on Disabled People in Wales*, produced on our behalf by the Bevan Foundation at a high profile event in the Pierhead, Cardiff Bay. Attended by more than 40 participants it was sponsored by Leanne Wood AM, Leader of Plaid Cymru. Guest speakers included Victoria Winkler, Director of the Bevan Foundation, Amelia John, Head of Fairer Futures at Welsh Government, and Owen Smith MP, Shadow Secretary of State for Wales. Media coverage included items on ITV Wales Six O'clock News and Radio Cymru.

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Cap in Hand outlines benefit by benefit the changes being introduced under welfare reform and their likely impact. It is illustrated with case studies provided by members on the effects they are already experiencing or fear in the future.

The report has been widely praised for providing a timely and useful resource in helping people to understand and prepare for the changes and also as a lobbying tool.

"I really enjoyed the [Cap in Hand] report launch earlier this week. I've had a few conversations with health colleagues about the findings and they all want to take a copy away with them!"

Paula Walters, NHS Centre for Equality and Human Rights

"We attended the Launch event yesterday on the excellent report 'Cap in Hand' that Disability Wales commissioned. It will provide us all with some concrete ammunition to continue to lobby Westminster."

Kate Young, All Wales Forum for Parents and Carers

New Benefits Leaflets

As well as the *Cap in Hand* Report, Disability Wales also launched the first of three leaflets about specific benefit changes: Personal Independence Payment, Housing Benefit, and Employment and Support Allowance. Undertaken in partnership with the Community Housing Cymru campaign *Your benefits are Changing*, the leaflets feature Disability Wales members and include their 'top tips' for preparing for the changes. The colourful and easy to read leaflets have proved very popular and have been ordered in bulk by Housing Associations amongst others.

Representing Disabled People in Wales

As the national umbrella body, Disability Wales represents both members and wider disability interests in Wales on some UK Task Groups related to Welfare Reform. These include the DWP PIP Implementation Advisory Group and the Capita PIP Expert Collaboration Forum. Its membership of these should not imply support either for the abolition of DLA or the introduction of PIP. However they do provide a forum to ensure that the concerns of disabled people in Wales are heard and the opportunity to ensure that the application and assessment process is as accessible and humane as possible and moreover learn the lessons from the deeply flawed Work Capability Assessments.

Disability Wales was pleased to secure an additional Wales representative on the DWP Advisory Group, taken up by Jim Crowe from Learning Disability Wales. It also argued successfully for the Capita Group to meet in Cardiff and hold a round-table event with other national disability organisations in Wales.

As well as PIP, Disability Wales has been closely involved in consultations regarding the closure of the Independent Living Fund in 2015 and transitional arrangements when the funding is transferred initially to Welsh Government. Disability Wales ensured that a consultation event was held in Wales, in Newtown and that a representative group of ILF recipients and parents were invited.

Disability Wales was subsequently invited by Welsh Government to participate in an advisory group to identify options for the future of ILF funding in Wales for consideration by the Deputy Minister of Social Services, Gwenda Thomas AM.

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Framework for Action on Independent Living

Impact

"In the JCHR's Report, we commended the Welsh Government's decision to produce its framework for independent living, having previously heard evidence from witnesses such as Rhian Davies of Disability Wales that Wales did not at the time have such a framework or strategy"

Dr Hywel Francis MP

Disability Wales's lobbying for disabled people's right to live independently in the community culminated in the Ministerial launch of the draft Framework for Action on Independent Living to a packed audience at DEWIS Centre for Independent Living in Trefforest

As well as the Minister Jane Hutt, guest speakers included Dr Hywel Francis MP, Chairperson of the Joint Committee on Human Rights (JCHR), Steve Harris, Chief Executive of DEWIS, Disability Wales's Chief Executive Rhian Davies and Sara Head, Bronze Medallist at the London 2012 Paralympics. All six priorities identified by members in Disability Wales's 2011 *Manifesto for Independent Living* which called on Welsh Government to introduce a strategy were included and expanded upon in the draft Framework.

Disability Wales worked co-productively with WG officials in arranging and facilitating the National Steering Group, five working groups and seven regional briefing events. Many of Disability Wales's members participated in these groups which informed the drafting of the Framework. Of particular note is the emphasis given to the crucial role of Disabled People's Organisations in working locally with public bodies to implement the Framework and for them to have the necessary support to do so.

During the consultation period, Disability Wales continued to work with officials in facilitating five meetings around Wales, including an event aimed specifically at Disabled People's Organisations. On behalf of Wales Disability Reference Group, Disability Wales also coordinated three sessions of evidence to Cross Party Disability Group which informed its own response.

Disability Hate Crime

Impact

"The work that you did on disability hate crime was first class"

Lindsay Whittle AM, speaking at the Communities, Equality
and Local Government Committee, June 2013

Disability Wales continues to play a leadership role in the Disability Hate Crime Action Group Cymru and represents it on the WG Task Group established to develop a Framework for Action on Hate Crime. Disability Wales is also a member of the National Steering Group convened by the Association of Chief Police Officers (ACPO) Wales Diversity Group to pilot a new approach to tackling disability hate crime, used successfully in cases of domestic abuse. Multi Agency Risk Assessment Conference (MARAC). Both of these initiatives were developed in response to the EHRC's Inquiry into Disability Related Harassment and the recommendations contained in the report *Hidden in Plain Sight* (2011).

The report also highlighted the need for raising awareness of disability hate crime in schools, particularly as many disabled people who gave evidence to the Inquiry referred to avoiding certain 'hot spots' which include school gates and bus stops at home time. Drawing on these findings, Disability Wales successfully applied for Home Office Community Action Against Crime Innovation Funding to run a Forum Theatre project to tour schools and youth centres in Bridgend County Borough Council.

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Forum theatre is a form of theatre that enables the audience to intervene at key stages and shape what happens. It provides a safe way for people to try and find effective solutions and understand the implication of their actions.

In partnership with Taking Flight Theatre Company and in consultation with disabled people living in Bridgend a piece of Forum Theatre was devised entitled *Real Human Being*. Four young disabled and non disabled actors were cast in the show. Cara Readle, Dan Edge, Amy Griggs and Simon Morgan Thomas.

The Home Office Funding enabled *Real Human Being* to be toured to five Schools and three Youth Centres in Bridgend aimed at young people aged 12-14. However additional funding from Welsh Government supported an extended tour to a further 21 schools and youth centres in Cardiff, the Vale of Glamorgan, Swansea, Carmarthenshire, Pembrokeshire and Flintshire.

"When I went to see a performance of Real Human Being in Bridgend I saw the impact it had on the young people watching and how effective it was at teaching them about hate crime."

Jane Hutt AM, Minister for Finance and Leader of the House

In total *Real Human Being* was performed in 38 venues seen by pupils and teachers. The evaluation undertaken by Community Development Foundation outlined the difference it made in the following areas:

- Engaging young people with the topic of disability hate crime
- Improving disability hate crime reporting
- Increasing understanding of disability
- Changing attitude and behaviour

Head of PSE and Careers at Bryntirion Comprehensive School, Tamse Preece, stated:

"In my experience, there is no medium to rival live theatre to truly bring home the gravity of these issues. This is also the feedback from our students who tell me that they cried, felt physically sick and deeply empathised with all of the characters as a result of their ability to personally engage with the characters and actors."

Year 9 pupils from Stanwell School, Penarth wrote to the cast after the performance, giving their response to *Real Human Being*:

"We now understand what's it's like to have a disability and how hurtful it is when people insult them. We also now know what many of these abusive words mean and we will now never use them."

An important element in the success of the project was working in partnership with other agencies including Bridgend Community Safety Partnership, Bridgend anti-bullying initiative, South Wales Police, Bridgend College, the All Wales Schools Liaison Core Programme and Welsh Government. The support of these partners as well as their enthusiasm was invaluable.

"It was a brilliant project, from the first time I heard about it I knew I'd try and help in any way I could."

Bridgend Hate Crime Officer

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Objective 4. To develop sustainable funding arrangements

As with most organisations that receive public funding, Disability Wales has seen a reduction in grant income. It fully embraces the need to diversify its funding base so that it is less reliant on government grants and particularly through generating income such as delivery of training and consultancy services where subject to Disability Wales's charitable objectives there is no restriction on how the fees earned are spent.

The Board commissioned a feasibility study into the potential of a training and consultancy service and has followed up on some of the recommendations. This included developing a network of trainers and consultants which some members have joined. Disability Wales also created the post of Business Development Manager to progress income generation activity following a vacancy arising in the organisation.

The Funding Committee which includes Directors and Staff oversaw the submission of four funding bids of which three were successful: BIG Lottery Community Voice Programme in Bridgend and Pembrokeshire, Welsh Government Equality, Inclusion and Diversity Division for the Extension Tour of *Real Human Being*, and Communities 2.0 for the *Digital Lives Project*.

Disability Wales also secured a contract with DWP Office for Disability Issues to produce a report on Social Media and Disabled People. It undertook this work jointly with the company Social Spider.

Other contract work included collaboration with Shelter Cymru on Welsh Government commissioned research into accessible housing registers. On the training front Disability Wales secured a 12 month contract to deliver Disability Equality Training at Parc Prison in Bridgend. Other sessions were delivered for Cardiff Metropolitan University and Coleg Gwent.

Objective 5: To maintain effective and sustainable governance and management arrangements

"Disability Wales have robust systems in place which demonstrate how they are using the IIP Framework to achieve their business aims and objectives. They are a passionate, committed, high profile organisation who achieve a great deal with an amazingly small team."

June Williams, IIP Assessor, December 2012

Governance and financial arrangements were under scrutiny at all publicly funded charitable organisations in Wales following some high profile scandals in the sector. On behalf of members, Disability Wales places great emphasis in ensuring that it operates with due probity and in recent years has undertaken full scale reviews of its policies and procedures to ensure that these are fit for purpose. This was acknowledged in response to due diligence exercises undertaken by Welsh Government and the Charity Commission into organisations receiving government funding.

External validation of Disability Wales's commitment to good practice also came through retaining Investors in People (IIP) status for a further three years following a formal review and in achieving Level 3 of the Green Dragon Environmental Standard.

The IIP Assessor identified several areas of good practice including Disability Wales's Business Planning process, development of Environmental policies and commitment to equality.

In line with the Green Dragon Standard, Disability Wales improved on its target for the overall reduction in the organisation's carbon dioxide emissions and also the usage of water which was achieved through increased use of telephone conferences, public transport and installation of devices to control water flow.

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40th Anniversary

Impact

I just wanted to congratulate Disability Wales on their 40th Anniversary I have just watched Story at 40, I really enjoyed the stories and truly believe that everyone has a story to tell!

Sherrall Morris, Disability Wales Member

2012 was a year of celebration for Disability Wales given its 40th Anniversary and members were engaged in several events to mark the occasion the *All Aboard* Transport Challenge, the oral history film project *Story at Forty the lives and times of disabled people in Wales*, and the *Back to the 70s* Anniversary Dinner and Disco

All Aboard Transport Challenge

"We were very pleased to be invited to be part of the celebrations We enjoyed taking part in the Travel Challenge and being able to tell others at the AGM about the things that we do and how we work as a forum"

Pembrokeshire Young Voices for Choices

Four young disabled people and two support workers from member group Pembrokeshire Young Voices for Choices set off from Haverfordwest and travelled 827 miles around Wales by public transport

All Aboard highlighted a major barrier to independent living – access to public transport In fact participants reported increased confidence in using public transport as a result of their generally positive experiences As this activity involved a journey across Wales, it also emphasised Disability Wales's role as a national organisation with many members following it on Facebook and Twitter

The Challenge was undertaken in partnership with *Arriva* Trains Wales, and findings were included in WG's Draft Framework for Action on Independent Living and have informed ongoing discussions on various transport advisory bodies with which Disability Wales is involved It will have a legacy beyond the event itself and the media attention it generated at the time

Back to the 70s Dinner and Disco

"I enjoyed the evening very much and I was able to wear some original 70s gear from my attic"

Disability Wales Member

Held at the Ramada Plaza in Wrexham on the eve of Disability Wales's National Seminar and AGM, Directors, staff and members donned 70s costume, sipped Babycham, enjoyed Steak Diane and Black Forest Gateaux and boogied to the top sounds from the decade

Story at Forty

"I am more than pleased that Disability Wales included me amongst the Production Team as this led to my making many more friends, and to my being encouraged to pass the information and knowledge gained onto others"

Story at 40 participant

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Story at 40 the lives and times of disabled people in Wales was financially supported via a grant from the Heritage Lottery Fund. It is an oral history film project which tells the stories in their own words of the six interviewees all of whom celebrated their 40th Birthday during 2012. The project also recruited seven disabled volunteers of all ages who were trained up as members of the production crew working with professional film company Practice Solutions.

The training included sessions in Disabled People's History delivered by Professor Colin Barnes, Oral History led by Dr Beth Thomas from the Oral History Society and film production by Practice Solutions. Participants reported on how the training broadened their knowledge and increased confidence and skills in using digital media, with several participants making their own short films which they have uploaded to the Internet.

April, Carrie-Anne, David, Ian, Lynzi and Sarah are the subjects of the films. They come from across Wales and include people born with impairments as well as those who became disabled in young adulthood. They speak honestly and openly about their experiences including school days, work, family life as well as their hopes for the future.

Story at Forty was launched on the International Day of Disabled People at the Pierhead, and sponsored by Mark Drakeford AM. Guest speakers included Jane Hutt AM, Minister for Finance and Leader of the House, Carys Howell from the Heritage Lottery Fund and project participants.

The films are available on Disability Wales's YouTube Channel and a resource pack has been produced on our behalf by Chris Tally Evans to be used when screened at public events. The unedited footage will be held by the National Sound and Screen Archive as resource for future researchers.

As well as providing a platform for disabled people today, a vital element of *Story at 40* is that it will have a lasting legacy. Mike Mantin from Swansea University offered this assessment of the project in his Disability and Industrial Society blog:

"The project represents a vital step in oral disability history, each interview offering a glimpse into the experiences of people who rarely have their everyday lives and opinions broadcast. Story at 40 allows its participants to discuss what being disabled means for themselves and their identity. Whether it concerns activism, sign language, labelling or coming to terms with a condition, all have something to say. Disabled people are difficult to locate in history. Often they appear to be invisible in historical sources, and what isn't said in the records becomes as significant as what is. Oral history can be one of a number of different ways to ensure that the recent history of disabled people does not go undocumented"

**Disability Wales / Anabledd Cymru
Trustees Annual Report
for the year ended 31 March 2013**

CHIEF EXECUTIVE REPORT

"I would like to pay tribute to Disability Wales Your petition for independent living provided the starting point for this work, and you have been a crucial partner in getting to this point

Jane Hutt AM, Minister for Finance and Leader of the House

Disability Wales strives to achieve the rights, equality and independence of all disabled people and is delighted to report on the progress it is making towards this goal despite a very challenging social, political and economic environment

As an organisation that campaigns and seeks to influence policy, measuring our impact is not straightforward. However, in one area in particular, Disability Wales's contribution to influencing policy is significant namely the introduction of the Framework for Action on Independent Living, launched for consultation by Welsh Government during our 40th Anniversary year

The Framework is underpinned by the Social Model of Disability and the principles enshrined in the UN Convention on the Rights of Person's with Disability. Furthermore it is incorporated into Welsh Government's Strategic Equality Plan and although in draft form several actions have already been undertaken including reviews of Accessible Housing Registers and Design and Access Statements respectively. These were prompted through the extensive engagement between officials, members and stakeholders which Disability Wales co-facilitated with WG during the development of the Framework and has been hailed by many as a model of co-production.

Given the cross-cutting nature of the Framework we anticipate that once implemented it will have a major impact over time on the lives of disabled people across Wales and their opportunity to live independently in the community.

In the meantime Disability Wales has delivered across its Work Programme including producing one film – *The Story at 40*, one Theatre Forum play – *Real Human Being* and three new publications: the *Way to Go Planning Toolkit*, *Cap-in Hand* and *Know your Rights, Use your Rights, Live your Rights!*. We have run nine events across Wales attracting nearly 500 participants, with *Real Human Being* reaching well over a 1,000 young people as it toured schools and youth centres across Wales. Our Social Media pages on *Facebook* and *Twitter* also reach thousands of individuals and organisations.

To take forward our work on Digital Inclusion we created a new post of Digital Communications and Inclusion Officer and welcomed Tina Evans into the role, initially on a temporary contract but extended following a successful bid for Communities 2.0 funding. Due to a vacancy arising we also created the post of Business Development Manager to assist Disability Wales take forward our Funding Strategy and generate new sources of income. Chris Davies joined us in March and although moved on after a few months made a valuable contribution to this work.

I also thank our volunteer Kathryn Harris who was actively involved with a number of our projects during the year including *Way to Go* and *Story at 40* and has now secured a job with the mental health charity Gofal.

The scope and range of Disability Wales's work would not be possible without the dedication, commitment and enthusiasm of our staff team together with the guidance and wisdom of our Board of Directors. I am indebted to all for their support and continued optimism in a future where disabled people achieve full equality, rights and independence.

**Rhian Davies
Chief Executive**

**Disability Wales / Anabledd Cymru
Trustees Annual Report
For the Year ended 31 March 2013**

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

This is the first year of a three year funding agreement with the Welsh Government The level of our core grant has been set at the same level as last year and will be held at that level throughout the three year run This means facing an estimated cut in real terms of 2-4% year on year

Despite this I can report an increase in our unrestricted surplus this year to £24,151 This was only possible due to our income from provision of services increasing to £41,452

For Disability Wales to continue the work program the trustees and staff wish to carry out, while, at the same time our core grant decreases in real terms, our ability to earn income in the open market must increase

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

Our total unrestricted reserves at year end were £385,910, this includes the four ring fenced reserves for Redundancy (£72,119), legacies (£156,949), Campaigns (£9,650) and the Bursary scheme (£2,794)

The total reserve required to meet the policy is £255,073, with current reserves and taking all our obligations into account the reserves policy is fully met

The Future

Short term

With the real terms cut in core funding, Disability Wales will need to secure alternative means of funding The need to drive forward new business ideas cannot be overstated The trustees have embraced this new emphasis and with the appointment of a Business Development Manager, and our team of dedicated staff, I have every confidence that the organisation will rise to the challenge

Mid to Long term

With the continuation of slow to no growth in the economy as a whole, we can expect the squeeze on grant income to also continue To grow the organisation the development of new business ideas and new partnerships will have to move ever onward, only the organisations that can adapt to the new, more austere funding regime can hope to survive I have every confidence that Disability Wales will remain as long as the fight for equality continues

**Stephen Sweetman
Treasurer**

**Disability Wales / Anabledd Cymru
Trustees Annual Report
For the Year ended 31 March 2013**

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.

Registered office:

Bridge House

Caerphilly Business Park

Van Road, Caerphilly CF83 3GW

Signed on behalf of the trustees

Rhian Davies

Wendy Ashton

Date



30.10.2013

**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 2013 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet 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 2013 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

Broomfield & Alexander Limited
Chartered Accountants & Statutory Auditors
Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
CF32 8AB

30-10-13

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 2013

	Notes	Unrestricted funds £	Restricted Funds £	Total 2013 £	Total 2012 £
INCOMING RESOURCES					
<i>Incoming resources from generated funds</i>					
Voluntary income*					
Donations and Legacies	2	225	-	225	130
Subscriptions		3,580	-	3,580	4,765
Grants	3	419,900	-	419,900	419,900
Investment income	4	1,873	-	1,873	1,788
Release of DRC monies		-	-	-	9,446
<i>Incoming resources from charitable activities</i>					
Provision of services	5	41,452	-	41,452	19,656
Grants	6	800	162,843	163,643	102,329
Total incoming resources		467,830	162,843	630,673	558,014
RESOURCES EXPENDED					
Cost of charitable activities	7	409,677	166,878	576,555	468,214
Governance costs	8	34,002	-	34,002	31,985
Total resources expended		443,679	166,878	610,557	500,199
<i>Net incoming / (outgoing) resources for year</i>	10	24,151	(4,035)	20,116	57,815
Reconciliation of Funds					
Total funds brought forward		361,759	45,169	406,928	349,113
Total funds carried forward	15	385,910	41,134	427,044	406,928

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

The notes on pages 22 to 30 form part of the Financial Statements

Disability Wales / Anabledd Cymru
Balance Sheet as at 31 March 2013

	Notes	2013 £	2013 £	2012 £	2012 £
CURRENT ASSETS					
Debtors	11	35,497		29,031	
Cash at bank and in hand		453,987		405,258	
		<u>489,484</u>		<u>434,289</u>	
CREDITORS , amounts falling due within one year					
	12	<u>(62,440)</u>		<u>(27,361)</u>	
Net current assets	15		427,044		406,928
NET ASSETS			<u>427,044</u>		<u>406,928</u>
ACCUMULATED FUNDS					
Unrestricted Funds					
Designated Funds	13	241,512		199,365	
General Funds	14	144,398		162,394	
			385,910		361,759
Restricted Funds	16		41,134		45,169
	15		<u>427,044</u>		<u>406,928</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 17.10.2013


Rhian Davies


Wendy Ashton

The notes on pages 22 to 30 form part of the Financial Statements

Disability Wales / Anabledd Cymru
Notes to the Financial Statements
for the year ended 31 March 2013

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 charity.

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.

Disability Wales / Anabledd Cymru
Notes to the Financial Statements
for the year ended 31 March 2013

1. PRINCIPAL ACCOUNTING POLICIES (continued)

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.

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 Funds £	Total Funds 2013 £	Total Funds 2012 £
General donations	225	-	225	130
	<u>225</u>	<u>-</u>	<u>225</u>	<u>130</u>

3. GRANTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2013 £	Total Funds 2012 £
Welsh Government	419,900	-	419,900	419,900
- Core Grant	<u>419,900</u>	<u>-</u>	<u>419,900</u>	<u>419,900</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements
for the year ended 31 March 2013

4. INVESTMENT INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2013 £	Total Funds 2012 £
Bank interest	1,873	-	1,873	1,788
	<u>1,873</u>	<u>-</u>	<u>1,873</u>	<u>1,788</u>

5. PROVISION OF SERVICES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2013 £	Total Funds 2012 £
Development and training	41,452	-	41,452	19,656
	<u>41,452</u>	<u>-</u>	<u>41,452</u>	<u>19,656</u>

6 GRANT

	Unrestricted Funds £	Restricted Funds £	Total Funds 2013 £	Total Funds 2012 £
Name of funding body				
WCVA Grants	800	-	800	800
Department for Work & Pensions				
– Access for Work	-	11,668	11,668	7,310
WAG – Domestic Violence	-	-	-	5,000
Way To Go Project	-	43,030	43,030	62,252
Heritage Lottery Fund – Story at 40	-	19,000	19,000	23,750
In Control Holding Account	-	-	-	3,217
Home Office Grant 'Theatre'	-	49,472	49,472	-
WG Real Human	-	39,673	39,673	-
	<u>800</u>	<u>162,843</u>	<u>163,643</u>	<u>102,329</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements
for the year ended 31 March 2013

7. RESOURCES EXPENDED

Direct Costs

	Information/ Publications		Development & Training		Policy & consultation		Total	Total
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	2013	2012
	£	£	£	£	£	£	£	£
Advertising	176	-	176	-	176	-	528	615
Events	336	-	336	-	336	-	1,008	4,905
Office	665	-	665	-	665	-	1,995	4,026
Post & stationery	3,585	-	3,585	-	3,585	-	10,755	1,884
Professional fees	657	-	657	-	657	-	1,971	9,786
Project expenses	-	2,653	-	161,572	-	2,653	166,878	75,733
40 th Anniversary costs	-	-	-	-	-	-	-	6,258
Story at 40 costs	-	-	2,500	-	-	-	2,500	-
Staff costs	98,187	-	98,187	-	98,187	-	294,561	279,780
Subscriptions	1,164	-	1,164	-	1,164	-	3,492	3,357
Sundry	842	-	842	-	841	-	2,525	2,496
T&S	1,631	-	1,631	-	1,631	-	4,893	5,964
Telephone	2,121	-	2,121	-	2,121	-	6,363	6,135
Communication & Transcriptions	2,614	-	2,614	-	2,614	-	7,842	5,094
Transport Challenge	1,064	-	1,064	-	1,064	-	3,192	-
	<u>113,042</u>	<u>2,653</u>	<u>115,542</u>	<u>161,572</u>	<u>113,041</u>	<u>2,653</u>	<u>508,503</u>	<u>406,033</u>

Support Costs

Bank charges	575	-	575	-	575	-	1,725	1,530
Cleaning	1,621	-	1,621	-	1,621	-	4,863	3,537
Computer	2,297	-	2,297	-	2,297	-	6,891	7,248
Light & heat	1,878	-	1,878	-	1,878	-	5,634	4,464
Premises	15,034	-	15,034	-	15,034	-	45,102	44,226
Repairs & renewals	1,279	-	1,279	-	1,279	-	3,837	3,483
Equipment Purchases	-	-	-	-	-	-	-	(2,307)
	<u>22,684</u>	<u>-</u>	<u>22,684</u>	<u>-</u>	<u>22,684</u>	<u>-</u>	<u>68,052</u>	<u>62,181</u>
	<u>135,726</u>	<u>2,653</u>	<u>138,226</u>	<u>161,572</u>	<u>135,725</u>	<u>2,653</u>	<u>576,555</u>	<u>468,214</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements
for the year ended 31 March 2013

8. GOVERNANCE

	Unrestricted Funds £	Restricted Funds £	Total funds 2013 £	Total funds 2012 £
Audit	3,400	-	3,400	3,396
Committee development	1,485	-	1,485	1,236
Succession planning	2,000	-	2,000	-
Professional fees	2,896	-	2,896	3,234
Costs of trustees' meetings	24,221	-	24,221	24,119
	<u>34,002</u>	<u>-</u>	<u>34,002</u>	<u>31,985</u>

9. EMPLOYEE INFORMATION

	2013 Number	2012 Number
Service Delivery	5	5
Administration	3	3
Total	<u>8</u>	<u>8</u>

	2013 £	2012 £
Staff costs (for the above persons)		
Wages and salaries	227,571	231,985
Social security costs	23,395	23,644
Other Pension costs	23,331	21,587
Temporary staff & redundancies	-	1,343
	<u>274,297</u>	<u>278,559</u>

No employees had emoluments in excess of £60,000 (2012 nil) No trustee received remuneration during the current or previous year

Included in the cost of trustees meetings is an amount of £14,891 (2012 £18,972) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 13 (2012 14) trustees were paid in the year, in relation to travel, subsistence and accommodation. At the year end £8 (2012 £nil) was due to trustee Stephen Sweetman

Disability Wales / Anabledd Cymru
Notes to the Financial Statements
for the year ended 31 March 2013

10. NET OUTGOING RESOURCES FOR THE YEAR

	2013 £	2012 £
Net outgoing resources are stated after charging/(crediting)		
Auditors' remuneration	3,400	3,396
Pension contributions	23,331	21,587
Operating lease costs	<u>44,772</u>	<u>44,772</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2013 £	2012 £
Other debtors	21,880	14,018
Prepayments and accrued income	<u>13,617</u>	<u>15,013</u>
	<u>35,497</u>	<u>29,031</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2013 £	2012 £
Social security costs	4,522	5,987
Other creditors	2,248	181
Accruals & deferred income	<u>55,670</u>	<u>21,193</u>
	<u>62,440</u>	<u>27,361</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements
for the year ended 31 March 2013

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

	Balance 1 April 2012 £	Transfer £	Balance 31 March 2013 £
Legacies	155,059	1,890	156,949
Redundancy	44,306	27,813	72,119
Campaigns	-	9,650	9,650
Bursary scheme	-	2,794	2,794
	<u>199,365</u>	<u>42,147</u>	<u>241,512</u>

legacies (£156,949), Campaigns (£9,650) and the Bursary scheme (£2,794)

14 UNRESTRICTED FUNDS

	Designated funds £	General funds £	Total Funds £
At 1 April 2012	199,365	162,394	361,759
Net incoming resources for year	-	24,151	24,151
Transfers	42,147	(42,147)	-
At 31 March 2013	<u>241,512</u>	<u>144,398</u>	<u>385,910</u>

15. ANALYSIS OF ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total £
Net current assets	385,910	41,134	427,044
	<u>385,910</u>	<u>41,134</u>	<u>427,044</u>

Disability Wales / Anabledd Cymru
Notes to the Financial Statements
for the year ended 31 March 2013

16. RESTRICTED FUNDS

	At 1 April 2012 £	Incoming £	Outgoing £	At 31 March 2013 £
The Equality Project	4,260	-	-	4,260
The WG Accessible Venue	1,028	-	-	1,028
3 rd December Event	8,910	-	-	8,910
DWP Access to Work	(3,709)	11,668	(7,959)	-
Words for Wales	725	-	-	725
Way to go Project	4,684	43,030	(45,851)	1,863
WG Domestic Abuse	2,304	-	-	2,304
Heritage Lottery Account – Story at 40	23,750	19,000	(26,198)	16,552
In Control – Holding Account	3,217	-	-	3,217
Home Office Grant 'Theatre'	-	49,472	(47,197)	2,275
WG Real Human	-	39,673	(39,673)	-
	<u>45,169</u>	<u>162,843</u>	<u>(166,878)</u>	<u>41,134</u>

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

The WG Accessible Venue – This income was received from the Welsh 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 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

WG 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

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16 RESTRICTED FUNDS (continued)

Home Office Grant 'Theatre' – A forum theatre initiative, which seeks to address incidences of 'disability hate crime' which will seek to educate young people about the impact of disability-related harassment (DRH) on the lives of disabled people

WG Real Human - A forum theatre initiative, which seeks to address incidences of 'disability hate crime' which will seek to educate young people about the impact of disability-related harassment (DRH) on the lives of disabled people

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). The WCVA paid Disability Wales £800 (2012 £800) for its participation in voluntary sector partnership activities with WG represented by Rhian Davies.

19. FINANCIAL COMMITMENTS

At 31 March 2013, the charity had annual commitments under non-cancellable operating leases as follows:

	2013 £	2012 £
Expiring between two and five years inclusive	1,572	1,572
Expiring in over five years	43,200	43,200
	<u>44,772</u>	<u>44,772</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 £23,331 (2012 £21,587).

Contributions due at the year end are £2,248 (2012 £181).