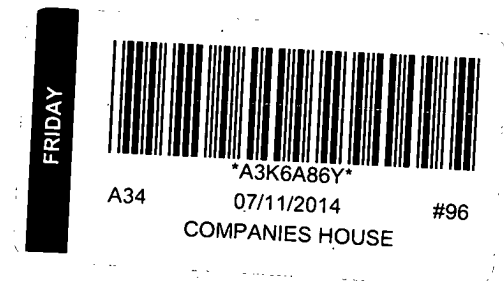


Registered Company Number 1998621
Registered Charity Number 517391

DISABILITY WALES / ANABLEDD CYMRU
(A company limited by guarantee
and not having a share capital)

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014



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

DISABILITY WALES / ANABLEDD CYMRU
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**DISABILITY WALES / ANABLEDD CYMRU
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:

Wendy Ashton	
Stephen Sweetman	
Nicholas Pearson	- Resigned 20 November 2013
Natasha Hirst	
Amanda Glover	
April Harper	
David Power	
Terry Mills	
Delwyn Evans	- Retired 16 April 2014
Alan Thomas	
Trevor Palmer	- Appointed 17 October 2013

Secretary
Ms Rhian Davies

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

CHAIRPERSON'S REPORT

The time is here again, for me to review our activities and achievements over the last financial year, to the end of March 2014.

Once again we have had a busy year, against an ever more challenging financial position. Funding throughout the voluntary sector is being reduced year on year, but our workload appears to be increasing, with greater expectation placed on voluntary organisations from both funders and our members and supporters. We have had a year packed full of workshops, training, meetings, launches, and our annual seminar and AGM.

During the year, two directors stood down from the Board for personal reasons; We thank Dr Nich Pearson, and Lesley Keetley, for their time and commitment to Disability Wales. We welcome back April Harper, and two new members, Alan Thomas and Trevor Palmer.

Alongside our governance duties, we as Director's have been directly involved in all areas of strategic management, we take part in committees, project advisory groups, joint staff and director meetings and training as well as specific training, workshops and Personal Development Interviews. We also attend membership events and activities, and during the year have been involved in the final stage of Way to Go workshops and Welfare Reform, as well as those around the Digital Lives Project, funded by Communities 2.0. We continue our work activities relating to the Framework for Action on Independent Living, which was launched in September 2013 by the Welsh Government Minister, Jeff Cuthbert A.M.

Our Annual General Meeting and Seminar took place in October 2013, at the Liberty Stadium, Swansea, and was well attended. It included the launch of the new Disability Wales website, and this has been followed by a new format for our monthly E-news Bulletin. We have also seen a substantial increase in social media usage, with a growing number of Facebook users and Twitter followers. This includes a number of the Board of Directors.

During the year, the directors have also been involved in the organisation's strategic review. A succession planning review has been undertaken and a survey of members. We have interviewed, appointed and welcomed our new Business Development Manager, Victoria Baldwin, and a temporary Policy and Public Affairs Manager, Fiona MacDonald.

Throughout the year, we were successful in achieving grant funding to run the Big Lottery Community Voice Projects in Bridgend and Pembrokeshire, Direct Payments and Citizen Directed Co-operatives Cymru, and more recently, the 'Enabling Wales' project, funded via a Welsh Government Equality and Inclusion Grant to help develop Centres for Independent Living throughout Wales, in partnership with Dewis Centre for Independent Living and the Welsh Cooperative Centre.

The year has been extremely challenging and, as always, I wish to thank all Board directors for their work and support. I also wish to thank our Chief Executive, Rhian Davies, and the staff team for all their hard work and support during very trying financial times, but ultimately leading to a very successful year for Disability Wales.

**Wendy Ashton
Chairperson**

DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014

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 2014.

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 peoples' 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.

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

IMPACT REPORT 2013/14

"Since the 2010 survey over half felt [DW] had changed for the better. 83% of respondents noted that DW performance had changed i.e. it is not an organisation that has stood still".

Strategic Review Report 2014: twenty degrees consulting

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

As an umbrella body Disability Wales (DW) is committed to building 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.

Member Group Development

DW was delighted to welcome two new Disabled People's Organisations into full membership: Ceredigion Disabled People Together and Neath and Port Talbot Disability Action Group.

Through the Big Lottery *Community Voice* portfolio projects in Bridgend and Pembrokeshire and in partnership with Wales Council of the Blind, DW is working with Bridgend Coalition of Disabled People and Pembrokeshire Access Group respectively to design and deliver a programme of training to support their engagement with the local authority, particularly in the commissioning process.

Training and Capacity Building

"The Way to Go project was very welcome and some progress was definitely made"

DW Member, Strategic Review Membership Survey

In the Strategic Review Survey, members highlighted 'training' as one of DW's activities they most appreciate which incorporated both provision of information as well as capacity building. Through its core programme of events and projects, DW continued to respond to this need by delivering seminars, workshops and roadshows around Wales on various subjects. This was supported by a comprehensive range of information on DW's new website together with the monthly E News and updates on Facebook and Twitter.

Know your Rights Roadshows: delivered in partnership with Learning Disability Wales and All Wales People First, 110 people participated in three workshops across Wales. Each roadshow included presentations on Welfare Reform and DW's new publication *Know your Rights, Use your Rights, Live your Rights!*

Annual Seminar: on the theme *Disability Rights and Resilience – the role of information, advice and advocacy*, 87 participants attended the event in Swansea's Liberty Stadium to hear a keynote speech from the Minister for Communities and Tackling Poverty, Jeff Cuthbert AM and presentations from Lindsey Kearton of Citizens Advice Cymru, Andrew Dunning from Swansea University and long time disability rights activist Kirsten Hearne.

Cross Party Group on Disability: more than 50 people gathered at the meeting held on 3 December, the International Day of Disabled People to be addressed by Vaughan Gething AM, Deputy Minister for Tackling Poverty. Amongst the audience was a delegation from Scotland to learn from the experience of DW and Welsh Government in co-producing the Framework for Action on Independent Living with the purpose of developing a similar approach in their own country.

Two major projects managed by DW provided further training opportunities for members and other groups: *Way to Go – Planning for Inclusive Access* and *Digital Lives*.

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

Way to Go received extension funding from Welsh Government for a further year to deliver workshops in Wrexham and Swansea on the Good Practice Guidance Toolkit including how to use the interactive online version.

Digital Lives, funded via the Communities 2.0 initiative has enabled DW to tackle disabled people's digital exclusion via the delivery of workshops around Wales. Run in Mold, Bridgend and Trefforest, these have enabled nearly 70 participants to overcome any fears in using the internet, learn safety tips and try out assistive software and packages.

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

As well as 'face to face' activities DW has embraced Social Media as a means of developing new networking opportunities amongst members as well as disabled people not engaged in groups. The Strategic Review Membership Survey indicated that increasingly members appreciate accessing and receiving information electronically and using online platforms.

DW's new website funded via the Communities 2.0 *Digital Lives* project was launched by the Minister for Communities and Tackling Poverty at the Annual Seminar. Reflecting trends in websites it can be accessed from various platforms and includes a live twitter feed on the home page. It also has the capacity for discussion forums. Averaging around 1,500 hits per month, it quickly proved popular with members.

A key feature made possible through the Digital Lives project is the *eAccessibility Wales Directory* – a 'one stop shop for assistive technology advice and information'.

The website also enables DW to upload publications making them accessible to a broader audience. New pages include the *Know your Rights* Resource with its extensive information on the Equality Act (2010), Public Sector Equality Duties and the UN Convention on the Rights of Disabled People. Also available is information on benefit changes including *Cap in Hand: the impact of welfare reform on disabled people in Wales* and three new leaflets on Personal Independence Payment, Employment and Support Allowance and Housing Benefit.

DW's monthly bulletin E News can now be generated from the website and in its new version continues to provide a valuable source of information to members.

DW's Facebook page reached 1,110 'likes' by the end of the year – an increase of 10% and is regularly used by members to post quick comments and exchange views on topics of interest or concern.

DW's twitter page achieved a one third increase to 6,169 followers by the year end and proved an invaluable means of informing a wide range of stakeholders as well as members about news and opportunities.

Consultations

*"DW are good at representing members in consulting with
other organisations on behalf of their members"*

DW Member, Strategic Review Membership Survey

DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014

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 hefty legislative programme undertaken by Welsh Government has added to the number and complexity of consultations emanating both from Westminster and Cardiff Bay.

Once again DW far exceeded its target of responding to consultation documents with considerable time being devoted to engaging members with the Framework for Action on Independent Living, the Social Services and Wellbeing (Wales) Bill and changes brought about by Welfare Reform.

On behalf of the Coalition on Charging Cymru, DW successfully lobbied against clauses in the Social Services Bill that would enable local authorities to charge for provision of information and advice. We also co-ordinated a Coalition response on Welsh Government proposals to increase by £5 the weekly maximum community care charge of £50. The increase went ahead, however the Deputy Minister for Social Services, Gwenda Thomas AM wrote personally to the Coalition expressing her thanks for its response and to confirm that while she had raised the charges she remained 'committed to the retention of the maximum charge in the longer term' and hoped that her decision would not 'unduly change the positive working relationship we have had to date in the area of charging for social care which has been for the benefit of service users in Wales'.

Other consultation responses included on the Active Travel Bill where we worked closely with Guide Dogs Cymru and the Planning Bill including commenting on the proposal to abolish the requirement to complete Design and Access Statements as part of a planning application. Findings from a Welsh Government commissioned review indicated that they were ineffective as a means of ensuring appropriate accessibility. In DW's response which drew on the views of members including Access Groups it called for any abolition of Statements to be subject to replacement with a more robust and enforceable mechanism.

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

*"It is difficult for any organisation to change government policy –
DW definitely influence government policy"*

DW Member, Strategic Review Membership Survey

Campaigning on behalf of members remains a high priority within DW, 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 who are castigated as being workshy and faking impairments.

Accordingly DW 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

DW's publication *Cap in Hand: the impact of welfare reform on disabled people in Wales* provided source material to support consultation responses, presentations and engagement in a range of task groups. Furthermore it provided an opportunity for DW to meet with the then Minister for Communities and Tackling Poverty, Huw Lewis AM to discuss the findings and recommendations of the report.

It also informed DW's presentation to the Wales Mental Health in Primary Care Network, which contributed to its decision to produce a briefing to be distributed to General Practitioners on Welfare Reform and its impact for patients.

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

In collaboration with the campaign *'your benefits are changing'* run by CHC DW also produced three information leaflets on: Personal Independence Payment, Employment and Support Allowance and Housing Benefit.

Personal Independence Payment (PIP)

PIP replaced Disability Living Allowance for new claimants and in Wales the agency undertaking assessments is Capita. DW stated its concerns about PIP, including its points based assessment focussed on functionality rather than the interaction of people's impairments with the environment. Nevertheless, on behalf of members it has engaged with both Department of Work and Pensions and Capita in the design and delivery of the assessment process to ensure that the humiliating experiences many faced with the Work Capability Assessment for ESA is not replicated with PIP.

DWP PIP Implementation Advisory Group: DW represents members on this Group and has pursued amongst other matters the issue of audio recording of PIP Assessments

Capita PIP Expert Stakeholder Group: DW represents members on the group attending quarterly meetings in London. It helped to facilitate two meetings with national disability organisations in Cardiff where concerns were raised about the extreme delay in processing PIP claims and calling for urgent action to address the situation.

Independent Living Fund (ILF)

The UK Government announced its decision to abolish the ILF as of 31 March 2015; following a successful High Court Appeal, closure has been deferred for a further three months to June. ILF funds currently paid to recipients in Wales will be transferred to the Welsh Government which has set up a Stakeholder Group to consider options regarding how these will be administered in future. DW represents members on this group providing advice to the Deputy Minister for Social Services who will then consult on the options identified.

In the meantime, DW has used various sources of communication to keep members and especially ILF recipients informed of developments.

Disability Hate Crime

DW did much to raise the profile of Disability Hate Crime in Wales including through joint events with the Association of Chief Police Officers Wales Diversity Forum. This led to the establishment of the Disability Hate Crime Action Group which DW co-ordinates and also contributed significantly to the development of new policy initiatives such as the Framework for Action on Hate Crime.

The advent of austerity measures as well as welfare reform has heightened hostility towards disabled people with the potential for increased incidents of disability hate crime. It therefore remains an issue of concern to DW and on behalf of the Action Group we submitted a bid for a Welsh Government Equality and Inclusion Grant for funding to build the capacity of the Group and develop its work. The bid was unsuccessful however DW is working with Victim Support and Taking Flight Theatre who did secure grants for Hate Crime projects.

DW is also represented on the National Steering Group convened by Dyfed Powys Police to pilot a Multi Agency Risk Assessment Conference (MARAC) in relation to disability hate crime.

Independent Living

*"Manifesto and subsequent Framework for Action on Independent Living –
a brilliant example of how government policy can be influenced and how
a public campaign can engage people and make a real difference"*

DW Member, Strategic Review Membership Survey

DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014

Following DW's campaign, Independent Living Now! it worked co-productively with Welsh Government to develop the Framework for Action on Independent Living, launched by the Minister for Communities and Tackling Poverty, Jeff Cuthbert AM in September.

Activities involved included planning and facilitation of three meetings of the National Steering Group together with a sub group which developed performance measures for the Framework. DW also worked with officials in planning the Launch and providing a speaker.

DW submitted a successful funding bid for a Welsh Government Equality and Inclusion Grant for a three year project *Enabling Wales*. Commencing in April 2014 it will take forward measures in the Framework to develop two Centres for Independent Living and establishment of Young Enabling Wales - a network for young disabled people. Project partners include Wales Co-operative Centre and DEWIS Centre for Independent Living.

Objective 4: To develop sustainable funding arrangements

As with most organisations that receive public funding, DW 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 DW's charitable objectives, there is no restriction on how the fees earned are spent.

DW appointed a new Business Development Manager Victoria Baldwin and used the opportunity of the Strategic Review to revisit its approach to income generating activity.

New Projects

DW worked on several funding bids and was successful in being awarded grants for two major new projects which will commence in the new financial year: *Enabling Wales* funded through a Welsh Government Equality and Inclusion Grant and *Citizen Directed Co-operatives Cymru* with funding via a Big Lottery Innovation Grant.

These will be undertaken in partnership with other organisations with Wales Co-operative Centre being a partner in both, and DEWIS Centre for Independent Living being a partner re *Enabling Wales*. Both projects include funding for a full time Development Officer which will develop DW's capacity to work with members in the exciting field of establishing centres for independent living, and co-operatives to support individuals with their direct payments.

DW anticipates that both new projects, in conjunction with Community Voice in Bridgend and Pembrokeshire will help address comments, made by members during the strategic review, of the need for more support and activity at grassroots level.

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

On behalf of members, DW 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.

Strategic Review

DW undertakes a full strategic review every three years involving members, external stakeholders, directors and staff. Facilitated by *20 degrees consulting* it included surveys, one-to-one interviews and an event bringing together directors and staff.

This process enables DW to review its progress and effectiveness in achieving its strategic aims and objectives on behalf of members as well as to plan ahead. The response rate to the survey amongst members was high (27.2%) up from 20.5% in the comparable survey in 2010, with a notable increase in the number of responses from individual members.

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

Undertaken over the Autumn/Winter, the Review found very positive views among members and external stakeholders towards DW and revealed a consistent picture of a 'values based organisation' which is 'respected, knowledgeable and reliable'.

Achieving the Framework for Action on Independent Living was identified universally as a major success and an area where DW has had significant impact. Members also considered that independent living should remain a key priority in terms of future activity.

Key recommendations arising from the Review included focusing income generation on achieving a portfolio of innovative projects rather than more generic training and consultancy services; reviewing the membership offer to incorporate a distinct set of packages; and addressing succession planning. The Board responded positively to the Review and is taking forward many of the recommendations.

Green Dragon Standard

DW achieved Level Four of the Green Dragon Standard which is a stepped environmental management standard with Level Five being the highest award. Level Four requires the development of a formal environmental management system and reporting on environmental achievements. DW has been commended for reaching such an advanced standard for a small organisation.

Investors in People

DW continues to maintain its accreditation with Investors in People through allocation of resources to the development and training of all directors, staff and volunteers. As well as undertaking its usual annual review of DW's Training and Development Programme, the Board also approved a revised policy on Training and Development. It reflects the importance and value DW places on this area of activity in fulfilling organisational aims and objectives.

DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014

CHIEF EXECUTIVE REPORT

"In terms of DW's perceived effectiveness, members clearly view DW as strongest in the linked areas of communicating and campaigning".

Strategic Review Report 2014: twenty degrees consulting

Disability Wales strives to achieve the rights, equality and independence of all disabled people and continues to make progress towards this goal despite a very challenging social, political and economic environment which is impacting on disabled people considerably.

As an organisation that campaigns and seeks to influence policy, measuring our impact is not straightforward. However in one area in particular, acknowledged by members and stakeholders alike, DW's contribution to influencing policy is significant: namely the publication of Welsh Government's Framework for Action on Independent Living.

The Framework is underpinned by the Social Model of Disability and the principles enshrined in the UN Convention on the Rights of Disabled People. Furthermore it is incorporated into Welsh Government's Strategic Equality Plan and 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 DW co-facilitated with Welsh Government during the development of the Framework and has been hailed by many as a model of co-production.

The key challenge is ensuring that the Framework is embedded in local policy and service delivery with disabled people and their organisations playing a critical role in securing this. To this end, DW was delighted to secure a Welsh Government Equality and Inclusion Grant for the project *Enabling Wales*. In partnership with Wales Co-operative Centre and DEWIS Centre for Independent Living it will deliver a package of development and training to disabled people across Wales with the aim of setting up at least two Centres for Independent Living and a young disabled people's network.

A further area of impact was the publication of the Toolkit *Towards an Enabling Wales* developed in co-production with Welsh Government, public, third sector and user led organisations. The purpose of the Toolkit is to influence the work of Technical Groups set up to advise on the drafting of regulations and codes of practice related to the Social Services and Wellbeing (Wales) Bill from the perspective of the Social Model of Disability. It was circulated to more than 300 members of Technical Groups and secured a letter of thanks from the Deputy Minister for Social Services for the 'valuable steer' it provided to the groups who encouraged DW to 'share it widely' with stakeholders.

In the meantime DW has delivered across its Work Programme with highlights including delivery of workshops on the theme *Know your Rights, Use your Rights, Live your Rights!* It also successfully initiated the new *Community Voice* and *Digital Lives* projects as well as completion of the ever popular project *Way to Go: Planning for Inclusive Access*.

DW engaged nearly 300 participants across ten events around Wales whereas our new Website and Social Media pages on *Facebook* and *Twitter* reach thousands of individuals and organisations every month.

There were two new faces within the staff team: Victoria Baldwin was appointed as the new Business Development Manager to assist DW in taking forward our Funding Strategy and to generate new sources of income and Fiona McDonald to cover the maternity leave of Policy and Public Affairs Manager Miranda French. Both joined at an especially busy period but quickly established themselves within DW, as hard working and dedicated members of the team.

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

The scope and range of DW's work would not be possible without – in the words of one member – its 'brilliant, dedicated and talented staff, punching well above their weight' 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
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

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 second year of our 3-year funding agreement with Welsh Government. Our core-funding grant has remained frozen at the same amount we received in the 2012–2013 financial year. This has meant that Disability Wales (DW) has had to fund any increases in our core expenditure from alternative means.

Partly due to the restrictions on our core-funding and partly because of the need for some capital expenditure, DW has ended the year with a small unrestricted surplus of £4,977 which has been added to our reserves.

The Trustees and the staff of DW continue to strive to diversify our funding. This year we have been successful in obtaining grant funding for two projects. This funding stream will start to show in our accounts for the year 2014-2015.

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 £390,887; this includes the four ring fenced reserves for Redundancy (£72,119), Legacies (£156,949), Campaigns (£9,650) and the Membership Bursary Scheme (£4,438).

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 funded.

In line with our Auditors' recommendations we are taking steps to obtain maximum advantage of the Financial Services Compensation Scheme, by moving our redundancy reserve to an account held at a bank with a separate banking licence, to that holding our normal operating funds.

The Future

Short term

Significant progress has been made with DW to diversify our funding. Further steps need to be taken in the short term to ensure that DW is in a stronger position to increase income outside of our core grant. The staff and trustees have put plans into place to ensure these steps are taken.

Mid to Long Term

With the general economy pulling out of recession one would normally expect that the squeeze on government spending to ease, this does not look to be the case in this cycle. With the current plan to reduce overall government spend set to continue, the third sector in general and DW in particular will continue to have to show that every penny we receive is good value to our funders.

With the dedicated staff team that we have funders can continue to be assured that we represent the best value that can be found anywhere in the third sector.

**Stephen Sweetman
Treasurer**

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

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: 15.10.14



**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 2014 which comprise the Statement of Financial Activities, 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 144 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 144 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 and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. 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 2014 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**

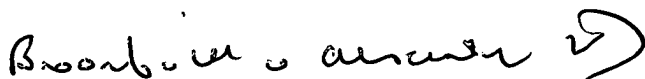
Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

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.
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the directors' report and take advantage of the small companies exemption from the requirement to prepare a strategic report.



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

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 2014

	Note	Unrestricted funds £	Restricted funds £	Total funds 2014 £	Total funds 2013 £
Incoming resources					
Incoming resources from generated funds					
Voluntary income	2	423,545	-	423,545	423,705
Investment income	3	6,820	-	6,820	1,873
Incoming resources from charitable activities					
Provision for services	4	35,500	-	35,500	41,452
Grants	5	729	120,817	121,546	163,643
Total incoming resources		466,594	120,817	587,411	630,673
Resources expended					
Charitable activities	6	422,551	153,016	575,567	576,555
Governance costs	7	39,066	-	39,066	34,002
Total resources expended		461,617	153,016	614,633	610,557
Net movement in funds		4,977	(32,199)	(27,222)	20,116
Reconciliation of Funds					
Total funds brought forward	13,15	385,910	41,134	427,044	406,928
Total funds carried forward	14	390,887	8,935	399,822	427,044

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 18 to 26 form part of the Financial Statements

DISABILITY WALES / ANABLEDD CYMRU
BALANCE SHEET AS AT 31 MARCH 2014

	Note	£	2014	£	£	2013	£
Current assets:							
Debtors	10		50,505			35,497	
Cash at bank and in hand			404,109			453,987	
			454,614			489,484	
Liabilities:							
Creditors: Amounts falling due within one year	11		(54,792)			(62,440)	
Net current assets				399,822			427,044
Net assets				399,822			427,044
The funds of the charity:							
Restricted income funds	15			8,935			41,134
Unrestricted income funds	13			390,887			385,910
Total charity funds				399,822			427,044

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 15.10.14



Rhian Davies



Wendy Ashton

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

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

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 charity has taken advantage of the exemption from preparing a cash flow statement under the terms of FRS 1 Cash Flow Statements.

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 2014

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 2014 £	Total funds 2013 £
General donations	-	-	-	225
Subscriptions	3,645	-	3,645	3,580
Welsh Government core grant	419,900	-	419,900	419,900
	<u>423,545</u>	<u>-</u>	<u>423,545</u>	<u>423,705</u>

3. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	Total funds 2014 £	Total funds 2013 £
Bank interest	6,820	-	6,820	1,873
	<u>6,820</u>	<u>-</u>	<u>6,820</u>	<u>1,873</u>

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

4. PROVISION OF SERVICES

	Unrestricted funds £	Restricted funds £	Total funds 2014 £	Total funds 2013 £
Development and training	35,500	-	35,500	41,452
	<u>35,500</u>	<u>-</u>	<u>35,500</u>	<u>41,452</u>

5. GRANTS

Name of funding body	Unrestricted funds £	Restricted funds £	Total funds 2014 £	Total funds 2013 £
Department for Work & Pensions				
– Access for Work	-	12,630	12,630	11,668
Heritage Lottery Fund – Story at 40	-	-	-	19,000
Home Office Grant ‘Theatre’	-	-	-	49,472
Pembrokeshire Association of Voluntary Service – Community Voice	-	7,576	7,576	-
Wales Co-operative Centre – Communities 2.0	-	47,189	47,189	-
Way To Go Project	-	53,422	53,422	43,030
WCVA Grants	729	-	729	800
WG Real Human	-	-	-	39,673
	<u>729</u>	<u>120,817</u>	<u>121,546</u>	<u>163,643</u>

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

6. RESOURCES EXPENDED

Direct Costs

	Information/ publications		Development & training		Policy & consultation		Total 2014	Total 2013
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted		
	£	£	£	£	£	£	£	£
Advertising	162	-	162	-	162	-	486	528
Communication & transcriptions	1,408	-	1,408	-	1,408	-	4,224	7,842
Events	1,208	-	1,208	-	1,208	-	3,624	1,008
Office	1,158	-	1,158	-	1,158	-	3,474	1,995
Post & stationery	2,524	-	2,524	-	2,524	-	7,572	10,755
Professional fees	-	-	-	-	-	-	-	1,971
Project expenses	-	9,534	-	133,948	-	9,534	153,016	166,878
Staff costs	100,698	-	100,698	-	100,698	-	302,094	294,561
Story at 40 costs	-	-	-	-	-	-	-	2,500
Subscriptions	1,696	-	1,696	-	1,696	-	5,088	3,492
Sundry	780	-	779	-	779	-	2,338	2,525
Telephone	2,171	-	2,171	-	2,171	-	6,513	6,363
Transport challenge	-	-	-	-	-	-	-	3,192
Travel & subsistence	2,037	-	2,037	-	2,037	-	6,111	4,893
	<u>113,842</u>	<u>9,534</u>	<u>113,841</u>	<u>133,948</u>	<u>113,841</u>	<u>9,534</u>	<u>494,540</u>	<u>508,503</u>

Support Costs

Bank charges	535	-	535	-	535	-	1,605	1,725
Cleaning	1,683	-	1,683	-	1,683	-	5,049	4,863
Computer Equipment	4,947	-	4,947	-	4,947	-	14,841	6,891
purchases	1,480	-	1,480	-	1,480	-	4,440	-
Light & heat	1,695	-	1,695	-	1,695	-	5,085	5,634
Premises	14,967	-	14,967	-	14,967	-	44,901	45,102
Repairs & renewals	1,702	-	1,702	-	1,702	-	5,106	3,837
	<u>27,009</u>	<u>-</u>	<u>27,009</u>	<u>-</u>	<u>27,009</u>	<u>-</u>	<u>81,027</u>	<u>68,052</u>
	<u>140,851</u>	<u>9,534</u>	<u>140,850</u>	<u>133,948</u>	<u>140,850</u>	<u>9,534</u>	<u>575,567</u>	<u>576,555</u>

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

7. GOVERNANCE

	Unrestricted funds £	Restricted funds £	Total funds 2014 £	Total funds 2013 £
Audit	3,444	-	3,444	3,400
Committee development	304	-	304	1,485
Costs of trustees' meetings	32,340	-	32,340	24,221
Professional fees	2,978	-	2,978	2,896
Succession planning	-	-	-	2,000
	<u>39,066</u>	<u>-</u>	<u>39,066</u>	<u>34,002</u>

8. EMPLOYEE INFORMATION

	2014 Number	2013 Number
Service delivery	6	5
Administration	3	3
	<u>9</u>	<u>8</u>

	2014 £	2013 £
Staff costs (for the above persons):		
Wages and salaries	243,702	227,571
Social security costs	24,858	23,395
Other pension costs	23,228	23,331
	<u>291,788</u>	<u>274,297</u>

No employees had emoluments in excess of £60,000 (2013: nil). No trustee received remuneration during the current or previous year.

Included in the cost of trustees meetings is an amount of £20,382 (2013: £14,891) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 11 trustees (2013: 13) were paid in the year, in relation to travel, subsistence and accommodation. At the year end £nil (2013: £8) was due to trustee Stephen Sweetman.

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

9. NET OUTGOING RESOURCES FOR THE YEAR

	2014	2013
	£	£
Net outgoing resources are stated after charging:		
Auditors' remuneration	3,444	3,400
Pension contributions	23,228	23,331
Operating lease costs	<u>44,772</u>	<u>44,772</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2014	2013
	£	£
Other debtors	36,888	21,880
Prepayments and accrued income	<u>13,617</u>	<u>13,617</u>
	<u>50,505</u>	<u>35,497</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2014	2013
	£	£
Social security costs	7,461	4,522
Other creditors	2,770	2,248
Accruals & deferred income	<u>44,561</u>	<u>55,670</u>
	<u>54,792</u>	<u>62,440</u>

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

12. 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 2013 £	Transfer £	Balance 31 March 2014 £
Bursary scheme	2,794	1,644	4,438
Campaigns	9,650	-	9,650
Legacies	156,949	-	156,949
Redundancy	72,119	-	72,119
	<u>241,512</u>	<u>1,644</u>	<u>243,156</u>

13. UNRESTRICTED FUNDS

	Designated funds £	General funds £	Total funds £
At 1 April 2013	241,512	144,398	385,910
Net incoming resources for year	-	4,977	4,977
Transfers	1,644	(1,644)	-
At 31 March 2014	<u>243,156</u>	<u>147,731</u>	<u>390,887</u>

14. ANALYSIS OF ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total £
Net current assets	<u>390,887</u>	<u>8,935</u>	<u>399,822</u>
	<u>390,887</u>	<u>8,935</u>	<u>399,822</u>

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

15. RESTRICTED FUNDS

	At 1 April 2013 £	Incoming £	Outgoing £	Transfers £	At 31 March 2014 £
DWP Access to Work	-	12,630	(12,630)	-	-
Heritage Lottery Account					
- Story at 40	16,552	-	(16,552)	-	-
Home Office Grant 'Theatre'	2,275	-	(2,275)	-	-
In Control – Holding Account	3,217	-	-	-	3,217
Pembrokeshire Association of Voluntary Service					
- Community Voice	-	7,576	(5,863)	-	1,713
Wales Co-operative Centre					
- Communities 2.0	-	47,189	(43,996)	-	3,193
WG 3 rd December Event	8,910	-	-	(8,910)	-
WG Accessible Venue	1,028	-	-	(1,028)	-
WG Domestic Abuse	2,304	-	(2,304)	-	-
WG The Equality Project	4,260	-	-	(4,260)	-
WG Way to Go Project	1,863	53,422	(53,424)	(1,861)	-
WG Words for Wales	725	-	-	(725)	-
WG Workshops	-	-	(15,972)	16,784	812
	<u>41,134</u>	<u>120,817</u>	<u>(153,016)</u>	<u>-</u>	<u>8,935</u>

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.

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 organisation's 40th Anniversary in 2012.

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.

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

Pembrokeshire Association of Voluntary Service - Community Voice – Planning together: through a personalised training programme we will be supporting disabled people to increase their influence on how services are designed to improve quality and achieve better outcomes for people in Pembrokeshire.

Wales Co-operative Centre - Communities 2.0 – To inform and support disabled people and their organisations to become digitally included.

WG 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.

WG Accessible Venue – This income was received from the Welsh Government to contribute to the costs of verifying the Accessible Venues database.

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

15. RESTRICTED FUNDS (continued)

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.

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

WG Way to Go Project – Project to address how the planning process can secure disabled peoples' access to the built environment.

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

WG Workshops - In relation to DW declaration of underspend monies the Welsh Ministers agreed for DW to run two workshops with disabled people and a national disability conference. The Conference is for statutory and non-statutory organisations: *Disabled? or Non-Disabled?* which will challenge assumptions, stereotypes, prejudice and discrimination about disability.

16. 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.

17. 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 £729 (2013: £800) for its participation in voluntary sector partnership activities with WG represented by Rhian Davies.

18. FINANCIAL COMMITMENTS

At 31 March 2014, the charity had annual commitments under non-cancellable operating leases as follows:

	2014 £	2013 £
Expiring in one year	393	-
Expiring between two and five years inclusive	-	1,572
Expiring in over five years	<u>43,200</u>	<u>43,200</u>
	<u>43,593</u>	<u>44,772</u>

19. 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 £23,228 (2013: £23,331).

Contributions due at the year end are £2,771 (2013: £2,248).