

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 2016**

Broomfield & Alexander Limited
Chartered Accountants & Statutory Auditors
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DISABILITY WALES / ANABLEDD CYMRU
FOR THE YEAR ENDED 31 MARCH 2016

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**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
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CHAIRPERSON'S REPORT

This has been a very busy, but testing, year for all of us at Disability Wales (DW).

Despite all the uncertainties at the beginning of the financial year across the voluntary sector about temporary funding arrangements, whilst the Welsh Government was developing a new funding scheme, we still had a programme to deliver and an organisation to run!

Our projects continued apace with Enabling Wales, Citizen's Directed Co-operatives Cymru, and DRILL all in full flow and working well in supporting their respective members/audiences. They have each been innovative in their own ways, and have attracted considerable interest from both partner and outside organisations. This is on top of our day-to-day work of the organisation, promoting the rights and equality of all disabled people.

Funding is an ongoing issue, and as you will be aware, by December we knew that our application for further financial support from Social Services Division within Welsh Government was not successful, as the criteria changes were disadvantageous to umbrella organisations such as ours. Funding from March 2016 onwards was now only available to projects, and did not take account of ongoing organisational costs, which was a huge blow to all of us at DW. This led to a great deal of uncertainty for the organisation, our staff, and obviously our member organisations and individuals. You will have heard from our Chief Executive about all the subsequent changes in staffing and structure, but I would just like to thank everyone for the huge amount of support that we have received from within and outside the voluntary sector across Wales.

As is usual, the Board of Directors have continued to develop both group and individual training sessions to upskill us in an ever changing business environment. This is done on both the outcome of personal development interviews held each year, and identified through the findings of our strategic review that we undergo every few years across the organisation, involving staff and board members.

During the year, members leaving the Board have been April Harper, Alan Thomas, and our former treasurer – Steve Sweetman. We thank them all for their time, effort and support shown to DW, and wish them well in their new endeavours. Since the last AGM we also welcomed back former director Delwyn Evans, who returned after a short spell away, and new directors – Marilyn Jarrett and Willow Holloway. We hope they will enjoy being part of shaping and growing Disability Wales as we move forward.

I would like to finish by thanking all the staff for their hard work and enthusiasm in continuing the work of DW in such unsettling circumstances; the Board of Directors in supporting me as Chair throughout the year, and Rhian Davies, our Chief Executive for her vision in taking DW forward in pursuit of equality and independent living for disabled people across Wales.

Wendy Ashton
Chairperson

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CHIEF EXECUTIVE REPORT

To state that 2015/16 was a year of 'two halves' could not be more apt. Until late Autumn, DW was enjoying a very high profile for its work campaigning for the rights, equality and independent living of all disabled people. This included successful delivery of its innovative projects Enabling Wales and Citizen Directed Co-operatives Cymru; the launches of the Disabled People's Manifesto and another new project Disability Research on Independent Living and Learning (DRILL); and a much acclaimed Annual Conference on the new Social Services and Well-being Wales Act (2014).

At the Conference, the Minister for Health and Social Services Professor Mark Drakeford AM praised DW and its members for their valued contribution to the development of the Act:

"The impact of Disability Wales and others has been enormous from the beginning with the [Social Model] tool kit and the impact that continues to have, through the technical groups in the way Disability Wales was influencing the detail on which this Act will rely".

Nevertheless DW's application was turned down for a Welsh Government Sustainable Social Services Third Sector Grant, following the change from core to project funding. The devastating news, conveyed by email, meant that DW had lost its main source of funding and was at serious risk of closure by the following Spring.

DW's Board and staff drew on their well-honed lobbying skills to exert pressure on Welsh Government both internally and externally to remedy the situation. The news sent shockwaves throughout Wales and DW's plight made headline news across all TV channels, print and online media.

Members responded with horror describing the threat of closure as "seriously bad news for disability rights in Wales" and "devastating", while one tweeted: "The thought of Wales without DW – shocking is too mild a word for this news."

Many of DW's stakeholders were incredulous about Welsh Government's decision, citing DW's 'track record, representative role profile and skilful and effective contribution to Welsh social care policy on so many issues'.

There are few organisations in Wales which combine DW's policy reach with its ability to credibly advocate the voice of grassroots members. Although funded for over 40 years by the Social Services division in representing the voice of Disabled People's Organisation's, DW works across departments including Housing, Transport, Planning and Fairer Futures. This includes participation in a range of high level stakeholder groups as well as the co-ordination of consultation responses which contribute significantly to policy issues such as Active Travel, Accessible Housing Registers, Design and Access Statements and Hate Crime.

Many organisations commented on how much they relied on DW to cover issues that were beyond their remit, whilst officials raised concerns about how they would engage with disabled people in future without the national co-ordinating body.

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The loss of DW's core grant was perceived by members as yet another attack on disabled people in the wake of UK Government's welfare reform measures, which have seen substantial cuts in their benefits and services. Furthermore, in the run up to the Assembly Elections, the closure of the national disabled people's organisation at the hands of Welsh Government would not present the administration in a positive light.

After a protracted period of negotiation, Welsh Government Ministers agreed a three year tapering funding package of £600K to be awarded via the Fairer Futures division. Its aim is to support DW in achieving a more sustainable financial basis, nevertheless it represents a 50% cut in funding over the period.

DW undertook a strategic review and identified a range of actions aimed at reducing its expenditure as well as generating new sources of income, requiring the Board to make some difficult decisions. It will be a significant challenge to raise the level of funds required within the short time-scale without comprising the value base for which the organisation is greatly admired and respected.

The ongoing uncertainty inevitably led to several staff deciding to move on and take up posts elsewhere. DW said farewell to Rhyan Berrigan, Julie Bilton, Tina Evans, Rebecca Newsome, Kelly Stuart and Paul Swann. Between them they clocked up over 50 years of service and we thank them for their hard work and valued contribution to DW.

I also take the opportunity to thank everyone for the overwhelming support received and for the continued good will towards the organisation. In particular we appreciated the way that our members rallied around and spoke so eloquently about what DW means to them and the valued role it plays in their lives individually and collectively.

The Board of Directors, Chaired by Wendy Ashton has been unstinting in its commitment to DW, travelling all over Wales and putting in hundreds of hours of their own time to securing a sustainable future for the organisation. I thank them wholeheartedly for their personal support as well as our management team Miranda French and Paula Reed who, together with Enabling Wales Development Officer, Rhiannon Hicks have worked heroically in maintaining the work of the organisation.

With its dedicated team of Directors and staff and loyal membership, DW is rebuilding for the future. Projects may come and go but the voice of disabled people in Wales will not be silenced.

Rhian Davies
Chief Executive

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The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2016 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Disability Wales is the national association of Disabled People's Organisations striving for the rights, equality and independence of all disabled people.

The purposes of the charity as set out in its governing document are to assist the relief of all disabled people in Wales. The main activities undertaken in relation to those purposes are noted throughout the report.

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. The main activities undertaken to further the charity's purposes for the public benefit are noted throughout the report.

Strategic Aims

- To develop and support the work of organisations led by disabled people
- To be an effective advocate for the views, priorities and interests of our members
- To influence policy and decision makers at all levels
- To develop and deliver innovative services that benefit disabled people

Core Role

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

Strategic Objectives

- Objective 1:** To develop Disability Wales as a strong membership led organisation which can effectively represent the interests of members
- 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
- Objective 3:** To initiate, and to work in partnership with others, the delivery of campaigns which improve services and raise awareness of disability issues
- Objective 4:** To develop sustainable funding arrangements
- Objective 5:** To maintain effective and sustainable governance and management arrangements
- Objective 6:** To monitor and measure the impact of Disability Wales' work

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ACHIEVEMENTS AND PERFORMANCE

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

As an umbrella body 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 three Disabled People's Organisations into full membership:

- Pembrokeshire People First
- The Autistic Women's Empowerment Project
- Underdog Trust

Training and Capacity Building

UN Convention on the Rights of Disabled People and the Social Services and Well-being (Wales) Act 2014: two regional workshops 'Oh, what's occurring?' delivered on 16 July, Llanrwst (12 participants) and 8 Sept, Carmarthen (18 participants).

DW Annual Conference: *You say you want a revolution: Getting to the heart of the Social Services and Well-being (Wales) Act 2014.* 8 October, Copthorne Hotel, Cardiff.

Chaired by Adrian Masters (Political Editor ITV Wales). Speakers included: Minister for Health and Social Services Prof Mark Drakeford AM; Cathryn Thomas SSIA; Rhian Huws-Williams CCW; disabled comedian Ted Shiress. There was also a screening of a film featuring contributions from DW regional workshop participants (92 participants)

Evaluation of the Annual Conference indicated that knowledge of the SSWb Act among participants increased from an average score of 5.9 before the event to 9.5 out of 10 afterwards.

Community Voice

Bridgend

DW is part of *Shaping Our Lives & Communities, Planning Together*, Bridgend Association of Voluntary Organisations (BAVO)

NEEDS MUST/ PAN FO ANGEN Community Voice Big Lottery project.

The project is led by Bridgend Coalition of Disabled People (BCDP) in partnership with Wales Council of Blind People and DW providing guidance, information and training.

4 events were held between April 2015 – March 2016 on 'Know your Rights' (15 participants); 'How to get involved in Services' (12 participants) and the Social Services and Wellbeing (Wales) Act (42 participants) involving many disabled people from across the Bridgend County Borough.

Feedback from participants indicated an increased level of confidence, interest and enthusiasm amongst disabled people to get involved in influencing policy and helping to shape services in their area.

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Enabling Wales

The Enabling Wales Project is a partnership between Disability Wales, the Wales Co-operative Centre and Dewis Centre for Independent Living (CIL), with £318,000 of financial support over 3 years from the Welsh Government's Equality and Inclusion Grant.

Enabling Wales has completed the six month training programme over the four regions of Wales. Altogether 64 disabled adults and 13 young disabled people attended the training programme, with 31 achieving Level One in Active Citizenship – Equality and Democracy and 6 achieving Entry Level One in Citizenship.

Participants in Programme one in Bridgend and Programme two in Carmarthen were invited to a graduation event in January where Lesley Griffiths, Minister for Communities and Tackling Poverty, presented the participants with their certificates. It was a celebratory event.

Enabling Wales moved onto the next stage of the project, which involves providing business consultancy support to four Disabled Peoples Organisations across Wales alongside the Wales Cooperative Centre and Dewis CIL to become Centres for Independent Living. As part of this stage, a tender exercise is set to take place, where our partners will decide on the two successful groups who will go on to receive further intensive business consultancy support. In turn, they will become the two new Centres for Independent Living in Wales as social enterprises.

Citizen Directed Co-operatives Cymru

CDCC is an innovative project delivered in partnership between Disability Wales and the Wales Co-operative Centre. It is funded by Big Lottery's BIG Innovation fund from October 2014 until March 2018.

The project supports greater voice, choice and control for disabled people through the development of citizen directed co-operatives as a new way to manage direct payments.

Its objectives are to: create at least one citizen directed co-operative in Wales; increase the uptake of direct payments in Wales; and create an environment where more citizen directed co-operatives can develop.

The project is being delivered in four stages:

1. Encourage
2. Engage
3. Excel
4. Endeavour and Evaluate

CDCC has completed the first two stages: Encourage and Engage. A programme of eight roadshows were held around Wales, with four targeted at local authority and third sector stakeholders and four at citizens. These were aimed at raising awareness about direct payments, co-operatives, and also how to get involved in the project. Participants had the opportunity to develop ideas and proposals for forming co-operatives in their area, which would be considered for participation in the second stage of the programme - Engage.

Stage 1 involved extensive engagement and outreach across Wales. A total of 152 participants attended the 8 roadshows. Also a further 49 meetings were held with 167 professionals overall, and 22 disability groups were visited, reaching 240 citizens.

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Following the evaluation of project participants:

- 83% of citizens who engaged with the project reported that they have benefited as a result, including increased confidence talking in a group setting, meeting new people, approaching local authorities, as well as general confidence in understanding direct payments and direct payment co-operatives;
- 16% joined a Disabled People's Organisation with 33% indicating they have become more actively engaged in the community;
- 66% feel more strongly that they can make a difference;
- 83% of citizens involved in developing co-operatives reported a greater sense of wellbeing as a result, including that attending the events inspired them, made them feel good about themselves and helped them to feel more positively;
- 80% said the events made them feel more positive about the future.

The Stage 1 process led to five proposals being submitted by a range of groups around Wales, from which three were selected to progress to the next stage. DW and Wales Co-operative Centre ran several workshops tailored to each of the three groups. The groups were based in North, West and South-east Wales. Each had a different focus: older people, young disabled people and children and adults with learning difficulties and their families.

Two groups submitted applications making their case to be selected for the funding and further support available from the project to become a fully-fledged co-operative. Based on the criteria the group selected was Monmouthshire Direct Payments Co-operative, which will progress to Stage 3 Excel with an award of £50,000 to assist with starting up. The other group was referred for further support to Wales Co-operative Centre's new scheme 'Care to Co-operate'.

A Rights Based Approach to Meeting Responsibilities towards Disabled People, Elected Members Training

On behalf of the Welsh Government between November 2015 – March 2016, Disability Wales undertook 'A Rights Based Approach to Meeting Our Responsibilities towards Disabled People' for elected members and policy officers.

This course was developed as a result of a successful tender being awarded to Disability Wales by the Welsh Government's Fairer Futures division. It was developed by Disability Wales in association with Chris Tally Evans, a freelance disability equality consultant contracted to develop and deliver the training.

The content of the training included the requirements of the Equality Act 2010, the Wales Specific Duties, the United Nations Convention on the Rights of Disabled People (UNCPRD) and other relevant legislation and guidance, as well as how they can be used to underpin a rights-based approach to service delivery from a Social Model of Disability.

A full set of supporting notes was made available during the course in hard copies and online in both Welsh and English. A number of supporting documents and interactive learning opportunities have been developed and made available online via the learning platform for NHS Wales <https://learning.wales.nhs.uk/> which is also open to local authority members and staff.

In January to March 2016, seven disability rights training sessions were held across Wales. These were attended by 101 elected members and policy officers representing 17 Welsh local authorities.

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The training was measurably successful with the vast majority of delegates reporting a significant increase in their knowledge and understanding of a range of disability rights and equalities issues.

The sessions served as a useful tool to highlight areas in which disabled people's rights are still not being fully met and to define areas and challenges for future improvement.

86% of participants said that their knowledge had increased as a result of the training.

Information

DW continues to provide information to its members and the wider general public on a range of policy areas. It holds themed events around Wales aimed at disabled people and their organisations. DW makes full use of the internet in order to enhance communications and reach out to a wider network through its website, social media platforms and through email. DW engages disabled people on and offline in its policies, campaigns and projects.

Website www.disabilitywales.org

Between April 2015 and March 2016 over 30,000 internet users viewed DW's website. The number of page views reached 83,967. DW had 29,919 new visits to the site and the most popular pages were News, About us, Social Model of Disability, Projects and Events.

DW continually updates its website by refreshing pages with up to date information about projects, news, events, policy and campaigns.

DW has embedded BrowseAloud software into its site. BrowseAloud is assistive technology that adds text-to-speech functionality to websites. BrowseAloud adds speech and reading support tools to online content to extend the reach of websites for people who require reading support. This includes those with dyslexia, learning difficulties, mild visual impairments and those with English as a second language. These groups benefit from the audio-visual reinforcement of online content when using BrowseAloud.

Social Media

DW relies on its members and the wider public for support and so needs to find different ways to reach its supporters, potential donors and volunteers. Social media can be one of the most effective ways to build supporters, share success stories, network with like-minded organisations, encourage people to sign up to campaigns, recruit volunteers, or demonstrate the impact of the organisations work.

DW uses Facebook, Twitter and You Tube as a means to communicate and engage a wider network of people and organisations online.

DW had 1,656 Facebook 'likes' by the end of the year, which was an increase of 296.

DW Twitter 'followers' reached 9,133, which was an increase of 1,322 compared to the previous year.

e-News

12 issues of enews were sent to DW members. Stories included: Disabled Peoples Manifesto for Wales; Social Services and Well-being (Wales) Act; Independent Living Fund; Personal Independence

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Payment; Disability Hate Crime; Direct Payments; UN Convention on the Rights of Disabled People; Well-being of Future Generations (Wales) Act; and more.

In November 2015, DW issued a 'Get Online' special edition e-news by working with Digital Communities Wales, a digital inclusion programme funded by the Welsh Government and delivered by the Wales Co-operative Centre.

DW recognises the barriers that disabled people face with getting online, which include: cost; lack of skill; lack of awareness of assistive technology; and inaccessible websites - DW continues to work on this important issue. We continue to work in partnership with the Welsh Government's digital inclusion programme, Digital Communities Wales, to tackle these barriers.

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

Disability Research on Independent Living and Learning (DRILL)

The Disability Research on Independent Living & Learning (DRILL) Programme is a UK-wide research programme delivered in partnership by the four major pan-disability organisations in each of the UK nations. In Northern Ireland, Disability Action. In England, Disability Rights UK. In Scotland, Inclusion Scotland. In Wales, Disability Wales.

The Big Lottery Fund UK awarded funding of £5 million to DRILL. The programme will be delivered over a period of five years and it commenced in September 2015. It will set up a total of 6 large research projects and 20 smaller research projects that will establish 14 pilot projects. These research and pilot projects will be spread across the UK.

A National Advisory Group was established in each nation to provide a country-focused body of experts from among disabled people, academics, and policy and professional leaders, to make recommendations on projects to fund and advise on the promotion, development, delivery, monitoring and evaluation of the project.

The ethos of the programme is one of co-production so that disabled people are involved at every stage from outlining ideas to testing out research findings.

The Programme was launched in Wales at the University of South Wales by the Dean of Life Sciences, Dr Martin Steghal. Then, there followed a series of three roadshows around Wales held at Cardiff Metropolitan University, the University of Trinity St David and Bangor University. The aims of the roadshows included raising awareness of the programme and identifying priority themes for research proposals.

61 participants attended the roadshows in total. 66% considered that their knowledge of independent living increased as a result of attendance and 76% reported increased knowledge of disability research. The priority themes emerging from Wales included: social justice; individual well-being; inclusive learning; welfare reform and public service cuts; climate change; and co-production. The findings from the Wales roadshows were developed into a report which informed the themes selected for the first call for research proposals. The report can be accessed at: www.drilluk.org.uk/disability-research-independent-living-learning-drill/research-findings/

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Cross Party Group on Disability:

The National Assembly Cross Party Group on Disability (CPGD) addresses key pan-impairment disability equality issues, including implementation of the Social Model of Disability and the right to Independent Living.

During the year it was co-chaired by Mark Isherwood AM and Aled Roberts AM. The Group is supported by the Wales Disability Reference Group which consists of Disability Wales, Learning Disability Wales, Mind Cymru, Wales Council of Blind People and Wales Council for Deaf People.

The Group held two very well attended meetings. The first, in Ty Hywel, Cardiff Bay was on the theme of Disability Hate Crime where the guest speaker was the Rt Hon Alun Michael, South Wales Police Commissioner. He confirmed his commitment to tackling Disability Hate Crime and outlined the progress that was being made by South Wales Police.

The second meeting was held in Wrexham on the topic of the Social Services and Well-being (Wales) Act 2014 and guest speakers included Margaret Provis, Deputy Director of Social Services, Welsh Government; Mark Jones, Head of Service Physical, Sensory and Neurological Impairment and Mental Health - Adult Social Care, Wrexham County Borough Council; Vin West, Parent Carer, Arfon Access Group and Nathan Davies, a service recipient.

The contributions prompted a lively discussion on the challenges facing social services and citizens alike, given the backdrop of cuts in local provision.

Policy and Consultations:

DW continued to proactively influence and respond to a range of government policy and consultations through participation in stakeholder groups, responding to consultation exercises, collating views from members and giving evidence in person.

DW contributed to the review of WG's **Strategic Equality Objectives** through producing a report following facilitation of a focus group involving disabled people.

This included looking at the **Social Services and Well-being (Wales) Act 2014** Guidance and Codes of Practice Tranche 2: Advocacy; 'Financial Assessment & Charging' (on behalf of Coalition on Charging Cymru); and 'Partnership and Integration'.

DW participated in the WG Stakeholder Group on the **Welsh Independent Living Grant** which replaced the Independent Living Fund. It also published a statement and responded to media enquiries on the closure of the ILF and introduction of WILG.

On access and transport issues, DW gave evidence to the **WG Blue Badge Review Group** drawing on 14 written responses from members around Wales. It responded to four local authority consultations on the **Active Travel Act Local Authority Integrated Plans** and participated in the review of the **Planning Act, Design and Access Plans**.

On **Welfare Reform**, DW's Chief Executive delivered a presentation on how this had impacted on disabled people in Wales to the Ministerial External Stakeholder Forum on Welfare Reform.

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DW actively promoted implementation of the **UN Convention on the Rights of Disabled People**, ensuring that it was incorporated into the Social Services and Well-being (Wales) Act Regulations and Codes of Practice including placing duties on local authorities.

It also designed and delivered two regional workshops on UNCRDP and SSWb Wales Act to members and submitted a tender to WG Fairer Futures Division to deliver 8 training sessions on the UNCRDP to elected members and public sector officials.

Throughout the year DW provided a strong voice on behalf of the sector, including championing implementation of the **Framework for Action on Independent Living**, on a range of Stakeholder Groups:

- Accessible Housing Register Network
- Age Alliance Wales
- Digital Communities Wales Strategic Steering Group
- Direct Payments Support Scheme Network
- DWP Fulfilling Potential Forum
- DWP Disability and Health Employment Strategy Forum
- Wales Alliance for Citizen Directed Support
- Wales Disability Reference Group
- WCVA Equality and Human Rights Coalition
- WCVA Health and Social Care Alliance of Alliances
- Wales Social Care Cooperative Development Forum
- Welsh Government Active Travel Board
- Welsh Government Budget Advisory Group on Equality
- Welsh Government Direct Payments Overview Group
- Welsh Government Disability Equality Forum
- Welsh Government Human Rights Stakeholder Group
- Welsh Government Public Transport Users Committee
- Welsh Government Strategic Equality Board
- Welsh Government Tackling Hate Crime Independent Advisory Group

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 DW, 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 Independent Living and Disability Hate Crime to raise awareness, remove barriers and mitigate the effects of austerity.

Disabled People's Manifesto: Towards an Enabling Wales

A national stakeholder round table meeting was held in May to consider findings from DW's survey and its 3 regional engagement events. There were 9 national disability and equality organisations represented.

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The *Disabled People's Manifesto* was published and launched on 17 September at the Senedd (60 participants). The launch was kindly sponsored by Jenny Rathbone AM, and a cross party panel responded to the manifesto.

The *Disabled People's Manifesto* Broadcast featured contributions from members at engagement events was screened at the launch and uploaded to the DW YouTube channel:
<https://www.youtube.com/watch?v=NQ8ix3KSSJI>

The Manifesto and Broadcast was promoted far and wide to members, policy networks and political parties.

Disability Hate Crime

DW chaired two (July / Sept) meetings of the Disability Hate Crime Action Group Cymru and recruited new members including representatives of Regional Equality Councils and Police Services across Wales;

In partnership with members of the group developed an Action Plan linked to Welsh Government Framework for Action on Hate Crime;

On-going representation on the Welsh Government Hate Crime Advisory Group;

Participated in activities to promote Disability Hate Crime Awareness Week (10 – 17 October); updated fact sheets on website and dedicated page providing information on services available to disabled people experiencing hate crime at www.disabilitywales.org/disability-hate-crime/

Objective 4: To develop sustainable funding arrangements

DW's Funding Committee which consists of Directors and Staff oversaw DW's strategy to diversify income through a range of approaches.

The year was dominated by preparation for and submission of DW's bid to Welsh Government for a Sustainable Social Services Third Sector Grant followed by dealing with the consequences when this was unsuccessful.

DW was awarded funding for two smaller projects: from the Care Council for Wales to produce some fact sheets on user-led co-operatives; and from the Welsh Government to deliver a programme of 8 training sessions on disability rights to elected members around Wales.

It also delivered Disability Equality Training to BBC Cymru Wales and Public Health Wales' Posture and Mobility Committee.

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.

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DW has successfully retained two quality assurance standards – Investors in People and Green Dragon - and committed to obtaining a third – PQASSO.

Investors in People

DW retains Investors in People status until 2019, following a three yearly review with an external Assessor. It successfully demonstrated its commitment to the development and training of all directors, staff and volunteers within the organisation. Retention of the Award amidst very challenging circumstances reflects the importance and value DW places on this area of activity in fulfilling organisational aims and objectives.

Green Dragon Standard

DW maintained Level Four of the Green Dragon Standard which is a stepped environmental management standard where Level Five is 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 such a small organisation.

PQASSO

PQASSO is the leading quality standard developed for the voluntary sector, and by the sector. Used systematically, it helps organisation's run more effectively and efficiently. PQASSO covers all aspects of an organisation, from governance to service delivery and monitoring outcomes.

DW was accepted onto WCVA's PQASSO in Wales Programme, and it was allocated a Mentor to support the organisation with working towards achieving the Award, which it aims to accomplish over a two year period.

FINANCIAL REVIEW

DW Financial Position:

DW's application for funding was turned down for a Welsh Government Sustainable Social Services Third Sector Grant, following the change from core to project funding.

After a protracted period of negotiation, Welsh Government Ministers agreed a three year tapering funding package of £600K to be awarded via the Fairer Futures division. Its aim is to support DW in achieving a more sustainable financial basis, nevertheless it represents a 50% cut in funding over the period.

DW undertook a strategic review and identified a range of actions aimed at reducing its expenditure as well as generating new sources of income, requiring the Board to take some difficult decisions. It will be a significant challenge to raise the level of funds required within the short time-scale, without comprising the value base for which the organisation is greatly admired and respected.

Reserves policy

Disability Wales needs reserves to:

- Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amount due to creditors and commitments under leases.
- To meet unexpected costs like break down of essential office machinery, staff cover, for example illness, maternity leave, parental leave and legal costs defending the charity's interest.

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- To replace equipment as it wears out.
- To provide working capital when funding is paid in arrears which would place DW in a position where it could bid for funding.
- From time to time funding has certain restrictions which means that by law it must be held in a restricted reserves until it is spent in line with the funding agreement.
- To fund specific projects and activities agreed by the Board and not met by other sources of income

The Directors have reviewed the Charity's needs for reserves in line with the guidance issued by the Charity Commission. The amount needed to fulfill outstanding contracts or monies that can only be used for the intention stated by the funder have been set aside in a restricted reserve. For the financial year 2015-2016 the total reserves allocated are £271,803. The Directors believe that reserves should be at least at this level to ensure the charity can run efficiently and meet the needs of the beneficiaries.

The calculation of the required amount of reserves is an integral part of DW's planning, budgeting, and forecasting cycle. It takes into account:

- The risks assessments with each stream of income and expenditure being different from that budgeted.
- The planned activity level identified in the Operational Plan.
- The organisation's contractual commitments e.g. staffing, rent, etc.

The charity recorded an overall deficit for the year of £8,865 split between an unrestricted deficit of £5,653 and a restricted deficit of 3,212. The reserves totalled £382,407 which consists of unrestricted reserves of £383,289 and restricted reserves of -£882. The free reserves of the charity (excluding designated funds) totalled £154,140. The target level set by the trustees includes the designation of the various funds. Taking this into account the free reserves are £383,289, this currently exceeds the target level set by the trustees. The trustees feel that due to the uncertainty surrounding funding in the sector and the change in the way in which the charity's grant income is paid from being received in advance to being received in arrears the excess reserves over and above the target level are necessary.

Risk Management

The principal risks faced by the organisation lie in the performance of its:

- Governance
- Operational
- Financial Position
- Environmental or external
- Compliance (law or regulation)

The Directors carry out an annual review of its Risk Management Register to update and review each section in line with the current situation. A selection of Potential Risks:

DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2016

Governance

Potential Risk	Potential Impact	Steps to mitigate risk
The charity lacks direction, strategy and forward planning	- the charity drifts with no clear objectives, priorities or plans - issues are addressed piecemeal with no strategic reference - needs of beneficiaries not fully addressed - financial management difficulties - loss of reputation	- create a strategic plan which sets out the key aims, objectives and policies - create financial plans and budgets - use job plans and targets - monitor financial and operational performance - get feedback from beneficiaries and funders

Operational

Potential Risk	Potential Impact	Steps to mitigate risk
Contract risk	- onerous terms and conditions - liabilities for non-performance - non-compliance with charity's objects - unplanned subsidy of public provision	- create cost/project appraisal procedures - agree authorisation procedures - get professional advice on terms and conditions - put in place performance monitoring arrangements

Financial

Potential Risk	Potential Impact	Steps to mitigate risk
Budgetary control and financial reporting	- budget does not match key objectives and priorities - decisions made on inaccurate financial projections or reporting - decisions made based on unreliable costing data or income projections - inability to meet commitments or key objectives - poor credit control - poor cash flow and treasury management - ability to function as going concern	- link budgets to business planning and objectives - monitor and report in a timely and accurate way - use proper costing procedures for product or service delivery - ensure adequate skills base to produce and interpret budgetary and financial reports - agree procedures to review and action budget/cash flow variances and monitor and control costs - regularly review reserves and investments

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2016**

PLANS FOR FUTURE PERIODS

Disability Wales will continue to work with its members, key partners, funding partners and Welsh Government in delivering the aims and objectives of the organisation as well as addressing the implications due to the loss of the WG S64 core grant.

The cut in funding will lead to a restructure. Attention will also be focussed on reducing other overheads, most notably rent and a change in premises arrangements including renegotiation of the lease will be progressed.

The organisation will meet with relevant agencies/organisations to discuss funding strategies and business development.

- The organisation will continue developing and implementing a diverse funding strategy
- Priorities will be agreed for how income is generated in the short, medium and long-term with targets set and resources allocated accordingly
- The organisation will build on its success to date in generating income through project grants and contracts achieved by staff with relevant expertise
- A Strategic Planning Event involving Directors and Staff will take place
- Explore potential partners for project funding
- Explore ideas for a project with stakeholders and consider a potential bid to the Big Lottery Wales People and Place Programme and discuss what support may be available
- Proceed with plans at the conference for round table discussions with members and meeting with other stakeholders to generate more ideas for potential partnerships
- Set up further meetings with other WG Division, and to undertake training in competitive tendering

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.

The organisation is governed by a Board of Directors made up of both elected and appointed Directors.

The term of office for elected Directors is three years (subject to any Requirement regarding annual rotation of Board members) and appointed Directors up to three years.

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.

Directors are responsible for developing the organisations policy and work; managing the organisation including its money and people; and serving the best interests of the organisation at all times

DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2016

Directors are required to attend Board meetings and participate in discussion and decision making; to read papers in advance of the meetings; to attend and participate in Board Induction and other Training as required; to participate in Annual Appraisal and personal development interviews with the Chairperson

Main Responsibilities of a Director:

Developing DW's Policy and Work

- Develop and implement Disability Wales/Anabledd Cymru policy
- Give strategic direction to the organisation including its staff, defining goals, setting targets and evaluating performance
- Promote and safeguard the good name and values of the organisation.

Managing People and Money

- ensure the effective and efficient administration of the organisation
- ensure the financial stability of Disability Wales/Anabledd Cymru
- manage Disability Wales/Anabledd Cymru property and resources
- ensure proper investment of Disability Wales/Anabledd Cymru funds
- employ and ensure effective management of Disability Wales/Anabledd Cymru staff in line with legal requirements

Legal Responsibilities

- ensure that Disability Wales/Anabledd Cymru complies with its governing documents, charity law, company law and any other relevant legislation or regulations
- ensure that Disability Wales/Anabledd Cymru pursues its Charitable objects
- ensure that Disability Wales/Anabledd Cymru applies its resources exclusively in pursuit of its objects

Promoting Disability Wales

- Promoting DW's aims, objectives and values amongst members and stakeholders
- Supporting the Chief Executive in representing DW at external events and meetings
- Promoting and encouraging good relations between DW and its members and stakeholders

Key management personnel remuneration

The Directors consider the Board of Directors and the Chief Executive as comprising the key management personnel of the organisation in charge of directing and controlling the organisation and running and operating the organisation on a day to day basis. All Directors give their time freely and no Director Remuneration was paid in the year. Details of Directors expenses and related party transactions are disclosed in the set of accounts. Directors are required to disclose all relevant interest and register them with the Chief Executive and in accordance with the organisations policy withdraw from decisions where a conflict of interest arises.

The salary of the organisations Chief Executive is based on the NJC spinal column agreed by the National Joint Committee of Local Authority (NJCLA). Annual scale increases to meet cost-of-living awards will normally follow Awards agreed by the National Joint Committee of Local Authority (NJCLA) subject to approval by the DW/AC Board of Directors.

Chairperson:	Wendy Ashton
Treasurer:	Amanda Glover
Chief Executive:	Rhian Davies

DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2016

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 CF23 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	<table> <tr> <td>Wendy Ashton</td><td></td></tr> <tr> <td>Stephen Sweetman</td><td>Resigned 8 October 2015</td></tr> <tr> <td>Natasha Hirst</td><td></td></tr> <tr> <td>Amanda Glover</td><td></td></tr> <tr> <td>April Harper</td><td>Resigned 19 August 2015</td></tr> <tr> <td>David Power</td><td></td></tr> <tr> <td>Terry Mills</td><td></td></tr> <tr> <td>Alan Thomas</td><td>Resigned 8 October 2015</td></tr> <tr> <td>Trevor Palmer</td><td></td></tr> <tr> <td>Simon Green</td><td></td></tr> <tr> <td>Delwyn Evans</td><td>Appointed 8 October 2015</td></tr> <tr> <td>Caroline Holloway</td><td>Appointed 8 October 2015</td></tr> <tr> <td>Marilyn Jarrett</td><td>Appointed 8 October 2015</td></tr> </table>	Wendy Ashton		Stephen Sweetman	Resigned 8 October 2015	Natasha Hirst		Amanda Glover		April Harper	Resigned 19 August 2015	David Power		Terry Mills		Alan Thomas	Resigned 8 October 2015	Trevor Palmer		Simon Green		Delwyn Evans	Appointed 8 October 2015	Caroline Holloway	Appointed 8 October 2015	Marilyn Jarrett	Appointed 8 October 2015
Wendy Ashton																											
Stephen Sweetman	Resigned 8 October 2015																										
Natasha Hirst																											
Amanda Glover																											
April Harper	Resigned 19 August 2015																										
David Power																											
Terry Mills																											
Alan Thomas	Resigned 8 October 2015																										
Trevor Palmer																											
Simon Green																											
Delwyn Evans	Appointed 8 October 2015																										
Caroline Holloway	Appointed 8 October 2015																										
Marilyn Jarrett	Appointed 8 October 2015																										
Secretary	Ms Rhian Davies																										
Key management personnel	Rhian Davies - Chief Executive Paula Reed - Finance and Office Manager Miranda French - Policy and Public Affairs Manager																										

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2016**

TREASURER'S REPORT

As I indicated in last year's report, our funding in 2014-2015 was the third year of a three year funding cycle from the Welsh Government, and arrangements were in place for transitional funding for 2015-2016 in relation to our core-funded work, albeit with a 5% reduction. Obviously, in real terms this represented a greater loss to our income when year-on-year costs were taken into account, so we have had to become much more proactive in income generation both to bridge that gap, and build up our expertise in this area. Long-term funding opportunities are being sought in earnest, along with further diversification of our funding sources. Both the Board of Directors and DW as a whole continue to re-assess how we can best achieve a robust and self-sustaining financial future.

Despite increasing constraints on funding across the third sector, not just in relation to disabled people's organisations, we have had a very busy and productive year. As I have mentioned previously, one of the ways of sharing out limited funds has been to work co-productively, and in partnership with organisations who have similar interests, and respect our aims and values. Both our Enabling Wales and Citizen Directed Co-operatives Cymru Projects are partnership projects on which DW has lead responsibility, each are proving valuable in building skills, information and support networks for the respective participants, and are well received. I have a specific interest in the CDCC project as I chair the project advisory group, and have attended a number of the events during this year of the project. Working with the Wales Co-operative Centre in this way has been a new experience for DW and I feel we have both been able to learn from each other in a way that we can build on for the future.

Auditor's recommendations:

The main recommendation from our auditors has been around securing our long-term future, and continuing to safeguarding our monies within the Government financial protection scheme. The amount the government protects under any one licence has reduced to £75,000 but as our bond holdings are in longer term products, you will note that the amount we currently have in each scheme is above this. We constantly monitor this against the costs we would incur in changing our products mid-term and access we would need to those monies in the short term given our changing financial circumstances.

Moving forward:

Changes in pension regulations now affect all employers, and although our "staging date", or time for change, is not until next financial year, preparations are in place for us to adopt the new procedures.

In December 2015 we were notified that our funding application no longer met the new criteria set by Welsh Government, and you will have heard from our Chief Executive, and others, the upheaval this has brought to the organisation. This requires an entirely new way of both working and funding, and lots of changes have been put in place since the last quarter of the financial year. We continue to work to achieving a financially sustainable organisation, and to support member organisations and individuals to strive for equality for all disabled people.

Finally, I would like to thank Paula Reed, our Office and Resources Manager for all her work in preparing our accounts and related paperwork, and Broomfield & Alexander, Accountants and Auditors, for their support and advice throughout the year.

Mandi Glover
Treasurer

**DISABILITY WALES / ANABLEDD CYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2016**

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

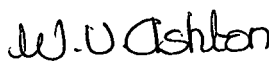
The auditors, Broomfield & Alexander Limited, were appointed during the year and will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

Signed on behalf of the trustees



Rhian Davies



Wendy Ashton

Date: 16 November 2016

**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 2016 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

This report is made solely to the charitable company's trustees, as a body, in accordance with regulations made under section 154 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company'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 charitable company and the charitable company'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 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 Trustees' Annual Report⁵ 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.

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

Opinion on financial statements

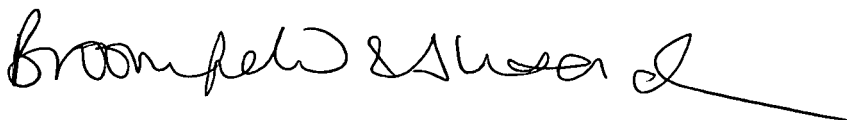
In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2016, 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 applicable to smaller entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 Report⁵ is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- 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 Limited
Chartered Accountants & Statutory Auditors
Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
CF32 8AB

16-11-16

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 2016

	Note	Unrestricted funds £	Restricted funds £	Total funds 2016 £	Total funds 2015 £
Income and endowments from:					
Donations and legacies	2	402,702	-	402,702	423,357
Charitable activities	3	66,453	235,447	301,900	224,083
Investments	4	1,820	-	1,820	278
Total income and endowments		470,975	235,447	706,422	647,718
Expenditure on:					
Charitable activities	5	476,628	238,659	715,287	656,268
Total expenditure		476,628	238,659	715,287	656,268
Net movement in funds	8	(5,653)	(3,212)	(8,865)	(8,550)
Reconciliation of Funds					
Total funds brought forward	11,13	388,942	2,330	391,272	399,822
Total funds carried forward	11,13	383,289	(882)	382,407	391,272

The Statement of Financial Activities includes all gains and losses in the year.
All incoming resources and resources expended derive from continuing activities.

The notes on pages 26 to 37 form part of the Financial Statements

DISABILITY WALES / ANABLEDD CYMRU
BALANCE SHEET AS AT 31 MARCH 2016

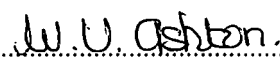
	Note	2016 £	2015 £
Current assets:			
Debtors	9	68,691	91,058
Cash at bank and in hand		<u>397,367</u>	<u>377,187</u>
		466,058	468,245
Liabilities:			
Creditors: Amounts falling due within one year	10	<u>(83,651)</u>	<u>(76,973)</u>
Net current assets		382,407	391,272
Net assets		<u>382,407</u>	<u>391,272</u>
The funds of the charity:			
Restricted income funds	11	(882)	2,330
Unrestricted income funds	13	<u>383,289</u>	<u>388,942</u>
Total charity funds		<u>382,407</u>	<u>391,272</u>

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

For the financial year ended 31 March 2016, the company was entitled to exemption from audit under the Companies Act 2006, s. 477 relating to small companies and the members have not required the company to obtain an audit of its accounts for the year in question in accordance with s. 476. The 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 were approved by the Board of Directors/Trustees on 19-10-16


 Rhian Davies


 Wendy Ashton

The notes on pages 26 to 37 form part of the Financial Statements

DISABILITY WALES / ANABLEDD CYMRU
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2016

	2016	2015
	£	£
Net cash provided by/(used in) operating activities	<u>18,360</u>	<u>(27,200)</u>
<i>Cash flows from investing activities:</i>		
Dividends, interest and rents from investments	<u>1,820</u>	<u>278</u>
Net cash provided by investing activities	<u>1,820</u>	<u>278</u>
 Change in cash and cash equivalents in the reporting period	 <u>20,180</u>	 <u>(26,922)</u>
 Cash and cash equivalents at the beginning of the reporting period	 377,187	 404,109
 Cash and cash equivalents at the end of the reporting period	 <u><u>397,367</u></u>	 <u><u>377,187</u></u>

The notes on pages 26 to 37 form part of the Financial Statements

**DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016**

1. PRINCIPAL ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of Preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Disability Wales / Anabledd Cymru meet the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Rounding

Figures contained in the financial statements have been rounded to the nearest pound.

Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required.

No restatements were required.

Transition to FRS 102

The opening fund balances at the date of transition were not required to be restated in making the transition to FRS 102. The transition date was 1 April 2014.

Presentation of the accounts on a going concern basis

The charity reported a net outflow of £3,509 for the year. This charity has sufficient free reserves and is monitoring results on a frequent basis. The trustees are of the view that that on this basis the charity is a going concern and there are no material uncertainties about the charity's ability to continue as a going concern.

Incoming resources

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

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.

**DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016**

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Cost of charitable activities includes expenditure associated with grants and includes 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 which are included in support costs include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

Irrecoverable VAT

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

Taxation

As a registered charity, Disability Wales / Anabledd Cymru is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

Netting off of income and expenditure

Income and expenditure are stated gross.

Operating leases

The charity classifies the lease of the office property as an operating lease; Rentals applicable to operating lease are charged to the Statement of Financial Activities on a straight-line basis over the lease terms.

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 charity's own use.

All of the fixed assets of the charity have been fully written down.

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Liabilities Policy

Liabilities are recognised in the Statement of Financial Activities as they become payable.

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.

Pension

The charity operates a defined contribution pension scheme for members of staff. The assets of the scheme are held separately from those of the charity. The annual contributions are charged to the profit and loss account and charged against unrestricted funds.

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

2. INCOME FROM DONATIONS & LEGACIES

The following have provided donations during the year:

	Unrestricted funds £	Restricted funds £	Total funds 2016 £	Total funds 2015 £
Donations	88	-	88	-
Subscriptions	3,100	-	3,100	2,745
Welsh Government core grant	398,905	-	398,905	419,900
WCVA grant	600	-	600	712
Other	9	-	9	-
	<u>402,702</u>	<u>-</u>	<u>402,702</u>	<u>423,357</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds 2016 £	Total funds 2015 £
<i>Provision of services</i>				
Development and training	66,453	-	66,453	34,354
Grants	-	235,447	235,447	189,729
	<u>66,453</u>	<u>235,447</u>	<u>301,900</u>	<u>224,083</u>
<i>Analysis of Grants</i>				
Big Innovation Lottery Fund:				
Citizen Directed Co operatives				
Cymru	-	74,680	74,680	37,352
Care Council for Wales	-	6,720	6,720	-
DRILL	-	34,069	34,069	-
Department for Work & Pensions				
– Access for Work	-	14,074	14,074	14,338
Pembrokeshire Association of				
Voluntary Service – Community				
Voice	-	5,387	5,387	11,216
Wales Co-operative Centre –				
Communities 2.0	-	-	-	28,197
Welsh Government – Equality and				
Inclusion grant: Enabling Wales	-	100,517	100,517	98,626
	<u>-</u>	<u>235,447</u>	<u>235,447</u>	<u>189,729</u>

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

4. INCOME FROM INVESTMENTS

	Unrestricted funds £	Restricted funds £	Total funds 2016 £	Total funds 2015 £
Bank interest	<u>1,820</u>	<u>-</u>	<u>1,820</u>	<u>278</u>
	<u>1,820</u>	<u>-</u>	<u>1,820</u>	<u>278</u>

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
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5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Information/ publications		Development & training		Policy & consultation		Total 2016	Total 2015
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted		
	£	£	£	£	£	£	£	£
Direct Costs								
Advertising	945	-	945	-	945	-	2,835	327
Campaigning								5,000
Communication & transcriptions	1,568	-	1,568	-	1,568	-	4,704	3,873
Events	815	-	815	-	815	-	2,445	2,867
Membership pack	2,500	-	-	-	-	-	2,500	2,000
Office	1,914	-	1,914	-	1,914	-	5,742	3,675
Post & stationery	1,103	-	1,103	-	1,103	-	3,309	3,408
Project expenses	-	4,691		139,964		33,397	178,052	140,219
Staff costs	106,580	-	106,580	60,607	106,580	-	380,347	360,162
Subscriptions	2,333	-	2,333	-	2,333	-	6,999	4,815
Sundry	797	-	797	-	802	-	2,396	1,737
Telephone	2,345	-	2,345	-	2,345	-	7,035	6,726
Travel & subsistence	1,899	-	1,899	-	1,899	-	5,697	6,483
	<u>122,799</u>	<u>4,691</u>	<u>120,299</u>	<u>200,571</u>	<u>120,304</u>	<u>33,397</u>	<u>602,061</u>	<u>541,292</u>
Support Costs								
Bank charges	339	-	339	-	339	-	1,017	1,833
Cleaning	1,419	-	1,419	-	1,419	-	4,257	5,247
Computer	3,473	-	3,473	-	3,473	-	10,419	6,411
Equipment purchases	-	-	-	-	-	-	-	9,174
Light & heat	1,111	-	1,111	-	1,111	-	3,333	4,833
Premises	15,323	-	15,323	-	15,323	-	45,969	46,002
Repairs & renewals	936	-	936	-	936	-	2,808	7,083
<i>Governance:</i>								
Audit	1,233	-	1,233	-	1,233	-	3,699	3,445
Legal fees	3,520	-	3,520	-	3,520	-	10,560	-
Costs of trustees' meetings	7,575	-	7,575	-	7,575	-	22,725	26,780
Professional fees	2,813	-	2,813	-	2,813	-	8,439	4,168
	<u>37,742</u>	<u>-</u>	<u>37,742</u>	<u>-</u>	<u>37,742</u>	<u>-</u>	<u>113,226</u>	<u>114,976</u>
	<u>160,541</u>	<u>4,691</u>	<u>158,041</u>	<u>200,571</u>	<u>158,046</u>	<u>33,397</u>	<u>715,287</u>	<u>656,268</u>

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

6. ANALYSIS OF STAFF COSTS , TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2016 £	2015 £
Staff costs were as follows:		
Wages and salaries	307,631	300,689
Redundancy costs	13,336	-
Social security costs	30,245	30,157
Other pension costs	29,135	29,316
	<u>380,347</u>	<u>360,162</u>

No employees had emoluments in excess of £60,000 (2015: nil). No trustee received remuneration during the current or previous year.

Included in the cost of trustees meetings is an amount of £14,629 (2015: £18,238) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 10 trustees (2015: 11) were paid in the year, in relation to travel, subsistence and accommodation.

Key management personnel

The total benefits of the key management personnel of the charity were £143,889 (2015: £127,242).

7. STAFF NUMBERS

The average monthly number of staff employed during the year was as follows:

	2016 Number	2015 Number
Service delivery	8	8
Administration	2	3
	<u>10</u>	<u>11</u>

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

8. NET EXPENDITURE FOR THE YEAR

	2016	2015
	£	£
This is stated after charging:		
Auditors' remuneration:		
Audit fees	2,949	2,695
Accountancy fees	750	750
Pension contributions	29,135	29,316
Operating lease costs	<u>43,200</u>	<u>43,200</u>

9. DEBTORS

	2016	2015
	£	£
Other debtors	55,074	77,441
Prepayments and accrued income	<u>13,617</u>	<u>13,617</u>
	<u>68,691</u>	<u>91,058</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2016	2015
	£	£
Social security costs	7,243	8,963
Other creditors	5,456	3,008
Accruals & deferred income	<u>70,952</u>	<u>65,002</u>
	<u>83,651</u>	<u>76,973</u>

**DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016**

11. RESTRICTED FUNDS

	At 1 April 2015 £	Income £	Expenditure £	Transfers £	At 31 March 2016 £
Big Innovation Lottery Fund:					
Citizen Directed Co-operatives Cymru	(551)	74,680	(83,591)	-	(9,462)
Care Council for Wales	-	6,720	(6,720)	-	-
DRILL	-	34,069	(28,706)	-	5,363
DWP Access to Work	-	14,074	(14,074)	-	-
In Control – Holding Account	3,217	-	-	-	3,217
Pembrokeshire Association of Voluntary Service					
- Community Voice	(336)	5,387	(5,051)	-	-
WG Equality and Inclusion Grant: Enabling Wales	-	100,517	(100,517)	-	-
	<u>2,330</u>	<u>235,447</u>	<u>(238,659)</u>	<u>-</u>	<u>(882)</u>

Big Innovation Lottery Fund: Citizen Directed Co-operative Cymru – CDCC is a partnership between Disability Wales and the Wales Co-operative Centre and is funded by the Big Lottery Fund's BIG Innovation Fund. The project will:

- 1) Develop the UK's first user led Directive Payment co-operative;
- 2) Increase the uptake of Direct Payments across wales (particularly from under-represented groups);
- 3) Support greater choice, voice and control for citizens.

Care Council for Wales The Co-production Grant – Care Council for Wales: draw upon the expertise to help develop further learning materials on the Social Services and Well-being (Wales) Act 2014. The Co-production Grant Fund has been developed to enable learning materials to be produced in particular targeted areas.

DRILL – Funded by Lottery and in partnership with Disability Action Northern Ireland, Inclusion Scotland and Disability Rights UK: DRILL stands for Disability Research on Independent Living and Learning. It is a five year initiative to deliver the worlds first major research programme led by disabled people.

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.

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.

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

11. RESTRICTED FUNDS (continued)

WG Equality and Inclusion Grant: Enabling Wales - The project is a partnership between Disability Wales, Wales Co-operative Centre and Dewis CIL. Enabling Wales will promote co-productive working between disabled citizens and professionals.

"An enabling society in which disabled children and adults enjoy the right to independent living and social inclusion".

12. DESIGNATED FUNDS

The funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Balance 1 April 2015 £	Transfer £	Balance 31 March 2016 £
Bursary scheme	3,700	(454)	3,246
Campaigns	9,650	-	9,650
Legacies	156,949	-	156,949
Redundancy	72,119	(12,815)	59,304
	<u>242,418</u>	<u>(13,269)</u>	<u>229,149</u>

Bursary scheme – is designated for full members or disabled individual members to access to attend DW events, expenditure is released each year when incurred in relation to this fund.

Campaigns- is designated for future campaign costs, expenditure will be incurred in future periods.

Legacies- a legacy was received by the charity in a previous financial year. This has been designated for future project use. Expenditure will be incurred in future periods.

Redundancy – this is designated for future costs that may be incurred should the organisation cease, expenditure is released each year when incurred in relation to this fund.

13. UNRESTRICTED FUNDS

	Designated funds £	General funds £	Total funds £
At 1 April 2015	242,418	146,524	388,942
Net incoming resources for year	-	(5,653)	(5,653)
Transfers	(13,269)	13,269	-
At 31 March 2016	<u>229,149</u>	<u>154,140</u>	<u>383,289</u>

The transfers from unrestricted funds to designated funds relates to release of expenditure incurred in relation to the designated funds during the year.

**DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016**

14. ANALYSIS OF ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total £
Net current assets	<u>383,289</u>	<u>(882)</u>	<u>382,407</u>
	<u>383,289</u>	<u>(882)</u>	<u>382,407</u>

15. STATUS OF THE COMPANY

The charity 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.

16. 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 £600 (2015: £712) for its participation in voluntary sector partnership activities with WG represented by Rhian Davies.

17. FINANCIAL COMMITMENTS

At 31 March 2016, the charity had annual commitments under non-cancellable operating leases as follows:

	2016 £	2015 £
Expiring in one year	43,200	43,200
Expiring in over five years	<u>162,000</u>	<u>205,200</u>
	<u>205,200</u>	<u>248,400</u>

18. 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 £29,135 (2015: £29,316).

Contributions due at the year end are £5,456 (2015: £3,008).

DISABILITY WALES / ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

19. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

Net expenditure for the reporting period	(3,509)	(8,550)
<i>Adjustments for:</i>		
Dividends, interest and rents from investments	(1,820)	(278)
(Increase)/decrease in debtors	22,367	(40,553)
Increase/(decrease) in creditors	1,322	22,181
Net cash provided by/(used in) operating activities	18,360	(27,200)

Analysis of Cash and Cash Equivalents

Cash in hand	139,094	120,560
Bond Accounts	258,273	256,627
Total Cash and Cash Equivalents	397,367	377,187

20. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds 2015 £
Income and endowments from:			
Donations and legacies	423,357	-	423,357
Charitable activities	34,354	189,279	224,083
Investments	278	-	278
Total income and endowments	457,989	189,729	647,718
Expenditure on:			
Charitable activities	459,934	196,334	656,268
Total expenditure	459,934	196,334	656,268
Net movement in funds	(1,945)	(6,605)	(8,550)
Reconciliation of Funds			
Total funds brought forward	390,887	8,935	399,822
Total funds carried forward	388,942	2,330	391,272