

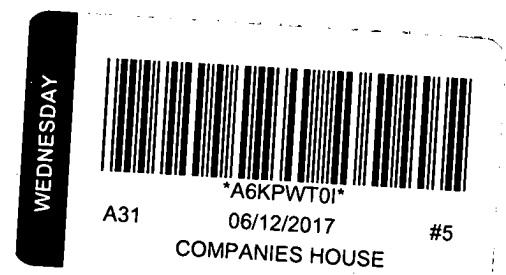
Charity Registration No. 517391

Company Registration No. 1998621 (England and Wales)

DISABILITY WALES/ANABLEDD CYMRU

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2017



DISABILITY WALES/ANABLEDD CYMRU

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DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

The trustees present their report and accounts for the year ended 31 March 2017.

The accounts have been prepared in accordance with the accounting policies set out in note note,note01 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)" (as amended for accounting periods commencing from 1 January 2016).

Objectives and activities

Disability Wales/Anabledd Cymru 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

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

Achievements and performance

Strategic Aim 1: To influence policy and decision makers at all levels, through acting as an effective advocate for the views, priorities and interests of our members

- Strategic Objective 1: To represent the interests of disabled people in Wales to Welsh Government and other decision makers

UN Convention on the Rights of Disabled People (CRDP)

During 2017, the UN is undertaking its first periodic review of UK Government following ratification of the CRDP in 2009. The UN Treaty monitoring process affords a unique opportunity to hold the UK and devolved governments to account, on implementation of the Convention.

Together with Disability Rights UK as lead partner, DW secured funding from the EHRC to deliver the civil society project in England and Wales. The project engaged with disabled people in both nations to inform production of a shadow report regarding implementation of the CRDP by the UK and Welsh Governments.

DW delivered workshops in Cardiff, Llanelli and Wrexham to 70 participants in total; with 71 disabled people from Wales completing the England and Wales online survey.

DW representatives joined a delegation of Disabled People's Organisations from across the UK to present findings from the civil society project to the UN Committee on the Rights of Disabled People in Geneva.

DW presented a Summary of the Welsh findings to the Cross Party Group on Disability.

Framework for Action on Independent Living Review

Welsh Government (WG) published the Framework in 2013, a cross-cutting approach to tackling barriers to Independent Living, underpinned by the CRDP and the Social Model of Disability. The Framework was based on DW's Manifesto for Independent Living (2011) and co-produced with DW and national and local disability stakeholders.

DW has continued this role during the Review of the Framework with the Chief Executive chairing the National Stakeholder Steering Group. A series of engagement activities is planned including round-table meetings and an online survey to gather the views of disabled people regarding what progress has been made in tackling barriers since 2013.

Priority Policy Issues

The UNCRDP and the Framework for Action on Independent Living cover the wide range of issues affecting disabled people. During the year, DW has also devoted considerable time to some specific policy issues including: employment, welfare reform and transport.

Employment

DWP published Improving Lives: Work, Health and Disability Green Paper. The consultation concerned 'one of the most significant inequalities in the UK today' – less than half of disabled people are in employment (48%) compared with non-disabled people. This is despite successive government measures and record levels of employment. In Wales the gap is even wider.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

While a serious attempt to tackle the gap is long overdue DW, its members and disabled people across Wales had serious concerns about the approach DWP was proposing. Once more, government focus was on getting the individual fit for work rather than addressing systemic barriers to employment and workplace discrimination.

Consequently, DW had a big response to its online survey and two consultation workshops. 116 individuals participated in the survey and a total of 43 people attended the workshops in Merthyr Tydfil and Wrexham respectively. DW acknowledges the support of its partners Voluntary Action Merthyr Tydfil, Association of Voluntary Organisations Wrexham and Denbighshire County Voluntary Council.

The Equality and Human Rights Commission invited DW to deliver presentations at its Equality Exchange Events in Llandudno Junction and Merthyr on the theme of Disability and Employment. To a large public sector audience, DW drew on findings from its engagement with disabled people on the Green Paper and UNCRDP project to raise awareness of barriers and practical solutions. DW also met with WG officials consulting on the proposed Employability Strategy, emphasising that tackling employment barriers in Wales should be a key priority.

Welfare Reform

Welfare reform continues to have a substantial impact on the incomes of disabled people in Wales together with access to services. Throughout the year DW participated in DWP stakeholder forums on Personal Independence Payments, contributing to discussions on how the process could be more accessible and less intrusive. DW wrote to the Prime Minister to protest about the £30 cut in Employment and Support Allowance.

As a member of the WG Wales Independent Living Grant (WILG) Stakeholder Group, DW participated in discussions about future arrangements for WILG following the closure of the Independent Living Fund. The preferred option among ILF recipients for a Welsh Independent Living Fund was rejected by WG and another option to buy into the Independent Living in Scotland scheme was not deemed viable. Many recipients have concerns about the chosen option to transfer WILG to local authorities over a two year period. DW and other disability stakeholders on the Group, actively argued for maximum support and time to be available to recipients during the transition.

Transport

Lack of access to public transport and problems with taxis and private hire vehicles are consistently cited by disabled people as a major barrier to independent living.

DW has been active in highlighting these issues and maximising the opportunity presented by substantial investment in new transport infrastructure projects to ensure a more inclusive system for the future.

DW is a member of several WG stakeholder groups including: the Active Travel Board; the Public Transport Users Committee and the new Transport Accessibility Panel.

DW also embarked on meetings with each of the four companies bidding for the new Wales and Borders Franchise and South Wales Metro. We emphasised how crucial it is that disabled people including DW members are engaged in planning and design consultations from the outset.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

DW in the Media

DW's profile in the mainstream media remained high, with staff and members featuring in more than a dozen news and current affairs programmes. Many of the items concerned Welfare Reform, including BBC Wales' Week In, Week Out: Why have my benefits been cut? Another item on BBC Wales' X Ray featured Airport Special Assistance Schemes. DW was proactive in pitching stories such as Access to the High Street which featured across BBC TV, Radio and Online.

- Strategic Objective 2: to secure rights, equality and independent living in order to improve the well-being of disabled people

In addition to project events, DW delivered other opportunities for members to network and discuss rights issues.

Annual Conference

Held in Wrexham, DW's Annual Conference New Directions, fifty participants gathered for a keynote address on Achieving our rights in a changing world – from Anna Lawson, Professor of Law, Leeds University and Director of the Centre for Disability Studies.

Whizz-kidz Cymru

Following a successful presentation about Enabling Wales at Whizz-Kidz conference, both organisations agreed to explore further opportunities to support young disabled people in achieving their right to independent living. A joint event was held in Llanelli attended by 25 young disabled people and parents which utilised theatre forum techniques to identify key issues facing young disabled people. The event gathered important evidence to inform future work and projects.

Disability Rights UK

In partnership with DRUK and the Pensions Agency, DW arranged an event for Personal Assistance Employers to learn more about new pension requirements.

Strategic Aim 2: To develop and support the work of organisations managed and controlled by disabled people

- Strategic Objective 1: To provide information, advice and support to member organisations

DW maintains an active presence online and via social media, as an effective means to interact with members and stakeholders. Achievements through the year included:

- 40 Blog posts
- 4 issues of e news
- 1,167 new Twitter followers
- 482 new Facebook likes
- 10,3K total Twitter followers
- 2,138 total Facebook likes

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

- Strategic Objective 2: To design and deliver training and development programmes for member groups

Citizen Directed Co-operatives Cymru (CDCC)

Funded by Big Lottery Wales Innovation Grant, in partnership with Wales Co-operative Centre, CDCC supports greater voice, choice and control for disabled people through development of citizen directed co-operatives as a new way to manage direct payments.

Through a series of workshops and business planning events, CDCC is supporting Direct Payments recipients living in Monmouthshire to set up the Moncare Co-operative Ltd.

As an innovative project, CDCC has inspired considerable interest resulting in 52 engagements to promote the initiative and delivery of 6 presentations to a total audience of 158.

In addition CDCC was involved in three new initiatives:

- Care Council for Wales' Direct Payment and the Act Sharing Learning event steering group. Presentations were delivered in Llanelli, Cardiff and Swansea to Direct Payment lead officers, social workers and service managers.
- Collaborative working with Wales School of Social Care Research and Cardiff Metropolitan University's department of Tourism, Hospitality and Events Management. Working closely with other stakeholders to design, develop and organise a conference, looking at using direct payment to fund short breaks. There were 60 delegates from a wide range of professionals including Social Services and holiday/short break companies.
- CDCC has worked with Wales Cooperative Centre, Association of Directors of Social Services, All Wales Direct Payment Forum, Direct Payment Support Scheme Network, Wales School of Social Care Research, Monmouthshire County Council and Social Care Wales

Disability Research on Independent Living and Learning (DRILL)

Funded by Big Lottery UK, DRILL is a Four Nation Research Programme which delivers the world's first major research programme led by disabled people. The programme partners are Disability Action Northern Ireland, Disability Rights UK, Disability Wales and Inclusion Scotland. DW is responsible for delivering the DRILL Programme in Wales with invaluable support from the National Advisory Group.

The first call for project proposals was launched in May 2016. In total 200 applications were received from across the UK, of which 21 were awarded funding.

Impact of DRILL in Wales

- 14 applications received
- 3 successful applications
- £168,031 awarded

DRILL Wales Project Portfolio

- Young people and friendships – what matters to us?: C.A.R.P Collaborations and Building Bridges Project
- Developing a toolkit that self – advocates can use to check if projects deliver what they promise: All Wales People First and Barod CIC:
- Legally disabled? The career experiences of disabled people in the legal profession in England & Wales: developing future strategies: Cardiff University's Business School, the Lawyers for Disability Division, the Law Society, the Bar Council and the major City law firm Hogan Lovells

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

Enabling Wales 2014 – 2017

Funded by a Welsh Government Equality and Inclusion Grant and in partnership with Dewis Centre for Independent Living and Wales Co-operative Centre, Enabling Wales provided a comprehensive programme of training, coaching and consultancy designed:

- to develop young disabled people as future leaders;
- to strengthen existing Disabled People's Organisations (DPOs) so that they represent the voice of disabled people more effectively;
- to provide support for establishing new DPOs in parts of Wales where disabled people are under-represented; and
- to support the development of two new Centres for Independent Living (CILs) as social enterprises.

Impact of Enabling Wales

- 4 Regional Development and Training Programmes
- 28 sessions
- 64 adults
- 13 young people
- 37 participants submitted workbooks to obtain accreditation from Agored Cymru
- 31 achieving Level One in Active Citizenship – Equality and Democracy
- 6 achieving Entry Level One in Citizenship
- 2 new Centres for Independent Living
- FDF CIL (Flintshire)
- Y Hwb CIL Ceredigion
- 1 Toolkit
- 1 Young Enabling Wales (YEW) Website

Strategic Aim 3: To lead and develop an effective, sustainable organisation and ensure sound and robust governance

- Strategic Objective 1: To lead and manage an effective and efficient organisation for the benefit of disabled people
- Strategic Objective 2: To ensure sound and robust governance of the organisation

In a challenging year for DW with substantial changes in personnel, the organisation nevertheless maintained effective governance and management procedures. Achievements included:

- 6 new staff recruited
- 2 new Directors appointed
- Investors in People Award retained
- Strategic Objective 3: To innovate, develop and deliver a range of income generating services that benefit disabled people.

Following a 50% cut in WG funding, it was necessary for DW to review its approach to income generation. Key achievements, include:

- Adoption of a new Funding Strategy
- 2 successful funding applications: UNCRDP Civil Society Project (EHRC); and Embolden: Spirit of Disabled Women (Fawcett Society and Spirit of 2012)
- 2 contracts awarded: Victim Support Cymru National Hate Crime Reporting Service; and WG National Social Services Board
- 4 DET sessions delivered

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

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.
- 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 2016-2017 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 surplus for the year of £32,269 split between an unrestricted surplus of £550 and a restricted surplus of £31,719. The reserves totalled £414,676 which consists of unrestricted reserves of £383,839 and restricted reserves of £30,837. The free reserves of the charity (excluding designated funds) totalled £222,583. The target level set by the trustees includes the designation of the various funds. Taking this into account the free reserves are £383,839, 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.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

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:

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

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

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.

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.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

Main Responsibilities of a Director:

Developing DW's Policy and Work

- Develop and implement Disability Wales 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
- manage Disability Wales property and resources
- ensure proper investment of Disability Wales funds
- employ and ensure effective management of Disability Wales staff in line with legal requirements

Legal Responsibilities

- ensure that Disability Wales complies with its governing documents, charity law, company law and any other relevant legislation or regulations
- ensure that Disability Wales pursues its Charitable objects
- ensure that Disability Wales 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

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2017

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

Hugh James
Hodge House
114-116 St Mary Street
Cardiff CF10 1DY

Directors and Trustees

Wendy Ashton
Mary Powell Appointed 19 October 2016
Natasha Hirst Resigned 7 October 2016
Amanda Glover
Phillip Thompson Appointed 19 October 2016
David Power Resigned 4 January 2017
Terry Mills Resigned 21 September 2016
Trevor Palmer
Simon Green
Delwyn Evans
Caroline Holloway
Marilyn Jarrett

DISABILITY WALES/ANABLEDD CYMRU
STATEMENT OF TRUSTEES RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2017

In accordance with the company's articles, a resolution proposing that Broomfield & Alexander Limited be reappointed as auditor of the company will be put at a General Meeting.

The trustees report was approved by the Board of Trustees.



Wendy Aston - Chairperson

Dated: 1.11.17

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2017

Chair's Annual Report - 2016-17

This has been a particularly tumultuous year following all the upheaval in the last quarter of 2015/16 when we learnt that for the first time in our history we were unsuccessful in securing Welsh Government funding. Ever since the days of the Welsh Office, our main grant funding had been from the Social Services section of the Welsh Government, in one form or another. Now, due to a change in emphasis, our way of working as a national body no longer fitted the criteria for funding. We were in real and imminent danger of closing down with the loss of all jobs, leaving disabled people across Wales without a voice at a strategic level, namely, with the decision makers.

Following much support from our allies across the voluntary sector, our members, staff, Directors, and the wider publicity it generated, Welsh Government reconsidered and made a one-off payment for 2016-17, to help us re-establish ourselves, although with conditions that we revised the way we worked and in the knowledge that we had to find other ways of securing long-term funding. It was a huge cut, in real terms, but a grant on which we could start re-building ourselves and our reputation, which had taken a huge dive as disabled people felt abandoned. Another blow alongside all the cuts to welfare benefits, changes to personal independence payments and all the other issues impinging so severely on the independence, choice and control of disabled people and their rights.

By the start of the new financial year, we had lost some of our long-standing staff, Julie Bilton and Rhyan Berrigan and early into the year two more staff left, Kelly Stuart and Paul Swann. We thank them all for their long service with DW, but we were now in a much stronger position than we had been three months earlier. We have since held a very successful strategic planning day involving Directors and staff and we had very positive ideas and more importantly, an action plan for moving forward.

I'm not going to pretend it was, or is going to be easy, but things are far more positive. We have reorganised and rebuilt the staff team, although mostly on short-term contracts or reduced hours and the projects Enabling Wales, CDCC, and DRILL were on track and moving forward at a pace.

Enabling Wales concluded after three very successful years on 31 March, ending with a celebratory event at Gregynog Hall in Mid Wales. I was specifically involved in this Project, chairing the Advisory Group on behalf of the Board and personally wish to thank Rhiannon Hicks, the Development Officer for her leadership, we also wish her well in her future endeavours.

The Board of Directors has been extremely busy this year, mainly in steering DW in the light of all the strategic changes we have needed to put in place to fight for our survival and subsequent sustainability. Our main job is obviously in securing long-term funding and growing the organisation. It has needed a whole new way of thinking and working, but everyone is eager to see things change and evolve. It has been hard, but the overall feeling is one of optimism and positivity.

During the year we have had some changes at Board level. Natasha Hirst stood down after six years as an appointed director, some time later, after an open and competitive recruitment process, subsequently took up a temporary post to cover maternity leave for the Policy and Programmes Manager, Miranda French. We also said farewell to Terry Mills and Dave Power who also stood down, again as appointed directors after five years in post. We thank all three for their valuable contribution to the running of the organisation. Willow Holloway took up the position of Vice Chair at the AGM in October; we also welcomed two new appointed directors at that time, a very warm welcome to Mary Powell and Phil Thompson.

We have a host of new staff, so a belated warm welcome to Jeff Brattan-Wilson (CDCC), Dr Jody Mellor (DRILL), Ruth Nortey (Policy and Research) and Emma Summerhayes (Administrator). Along the way, we also had the support of William Sullivan, who was dealing with our digital communications for a short period.

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2017

I must thank all our Directors for the support they have shown me and more importantly the organisation in such a difficult year. I specifically thank the staff that have remained with Disability Wales and held the operational side together throughout the day-to-day traumas. The remaining staff has then gone on to welcome and support the new staff into their roles, Rhiannon Hicks, Paula Reed and Miranda French. Finally, I thank our Chief Executive Rhian Davies without whose foresight, reputation and extensive knowledge of the voluntary sector in Wales and beyond, we acknowledge our outcome could have been very different without Rhian. Now we have a challenging and exciting new era to look forward to, this includes the follow on from a successful visit to the United Nations in Geneva in March 2017 in support of the Convention on the Rights of Disabled People.

Wendy Ashton - Chairperson

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2017

Treasurer's Report

2016-17

Many of you will be aware that towards the end of 2015, DW was informed that our application for funding for the three years from March 2016 no longer met the criteria set by Welsh Government, and our funding application was therefore unsuccessful. Although we have some smaller funding sources, the Welsh Government grant provided the majority of our day-to-day income, as it has done since our inception in 1972. This was not just a huge blow for the organisation, but put our whole existence in jeopardy, in fact we were at risk of losing the whole 40 plus years' experience, knowledge, and support built up for the benefit of all disabled people in Wales. This is because new funding streams were to support project-based programmes, not those requiring core funding, i.e., those organisations seen predominantly as "umbrella" organisations, rather than those running services. Although we had three active projects run by DW: Enabling Wales, Citizens Directed Cooperatives Cymru (CDCC), and DRILL (Disability Research into Independent Living and Learning), none of these could exist in their own right, so effectively they were all under threat too, as they would neither have a base from which to work, or staff to lead them, and funding would have had to be returned to the respective funding bodies. These projects are hugely important to both DW, the participants they support, and the associated organisation with whom we work co-productively in their delivery. Most of all alongside this, 10 members of staff were at risk of losing their jobs, livelihoods, and the combined experience of many years built up at DW. As an organisation DW has had a relatively small, but hugely dedicated staff team. Although all staff were at risk of redundancy, the overwhelming response from the staff team, and Board of Directors, was that life must go on, in support of disabled people in Wales in general, not just our members. This was a greatly de-stabilizing time, and we lost many members of staff where opportunities arose for them to move elsewhere within the voluntary sector and beyond. By the end of the financial year, at the end of March 2016, we were down to a core staff team of three people.

Once the news of the loss of our funding became public, there was not only a sense of disbelief, but an enormous outpouring of support, both practical and in kind, and terrific interest and publicity from all media sources in Wales - television, radio and print, along with public outcry, once the implication of our impending closure began to dawn on people throughout Wales.

As an organisation we lobbied in earnest, and ultimately the Welsh Government put together a one-off rescue package, albeit at a hugely reduced level, to take effect from April 2016. This allowed us breathing space, and 12 months, in which to re-evaluate and restructure the organisation, with a wholly different outlook and philosophy, and time to focus on income-generation, whilst staying true to our core values and beliefs.

2016-17 has therefore been very different, and difficult, as there has had to be a whole culture shift in our working practices, with the primary focus on generating income whilst rebuilding morale, and maintaining our commitments to our core work programme and our existing projects. Having lost so many years of dedicated and experienced staff, we now have a new staffing structure, and many new faces in the staff team, but they have integrated into our existing projects, and worked tirelessly throughout the year.

During the year, we heard that the Welsh Government chose Disability Wales to be its preferred provider for work related to its disability activities within the Fairer Futures Division of the Welsh Government, and we now have a funding agreement, in principle, for the next three years, albeit at a hugely reducing taper, in line with an annually agreed work programme. This is a great positive, given where we were 12 months ago, but we have a huge mountain to climb to secure, diversify, and sustain the necessary funding to maintain and expand our work throughout Wales.

2016-17 has seen us achieve a balanced budget, which is a huge achievement given the challenges we have faced, but helped in part by the fact that our staffing level dropped, and we therefore recouped monies that would otherwise have gone on salaries and associated on-costs, alongside the fact that new staff coming into the organisation have joined at staggered times throughout the year.

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2017

Nevertheless, at a time of ever decreasing budgets, there is a wider gap to fill in sustaining a full-year's salaries in the forthcoming year and beyond. We have to work even harder at both income generation, and charging for services that come outside of the remit of our currently funded activities. All staff, whatever their post, are now tasked with identifying potential opportunities for income generation for the organisation, alongside greater opportunities for coproduction.

Changes during the year:

The main change outside those detailed above, has been in relation to the introduction of auto-enrolment for pensions in line with UK government legislation. Our "staging date" was 1st July, 2016, and besides the increase in financial procedures and monitoring each month, the main change is that it takes effect from the date an employee joins the organisation, not at the end of a satisfactory probationary period, which has been practice for us previously. As is usual for DW, our Finance and Resources Manager had procedures in place in good time, and the changeover to the new requirements was seamless.

I mentioned in last year's report, that we needed to safeguard our monies in line with the Government's financial protection scheme, as the money protected under any one banking license had reduced to £75,000, and each of our bond holdings was above that, but we also had to consider this in light of potential costs incurred, and maintaining access to funds, should we need them at short notice. We duly sought out alternative funding arrangements, but in the meanwhile, the government revised the protection back to its original level, so we have been able to leave the monies in the bonds in which they were originally placed.

Auditor's findings:

Our auditors acknowledge that it has been a trying and testing year for Disability Wales, but are happy that we have achieved a break-even budget, and are doing all we can to develop our income generation strategy, and work towards financial sustainability.

Reserves

Whilst the level of funds in our reserves is above what we would normally allocate in line with our Reserves Policy, during the 2016/17 financial year, the Board of Directors recommended that we should underwrite the £100,000 shortfall in our funding for 2017/18 to allow the organisation time to secure alternative funding streams, so this is included in that figure.

Moving forward:

You will have heard already, that our hugely successful, three year, "Enabling Wales" project came to an end on 31 March 2017. The project has had a tremendous impact, and been a learning opportunity for a significant number of participants. Two fledgling Centres for Independent Living have emerged as a result, as well as a thriving online resource for younger disabled people across Wales. We are now looking for opportunities to build on the knowledge and experience gained from this, and to take it forward in new and exciting ways.

In Summary:

We have a long way to go to achieve financial stability and sustainability for Disability Wales, but we have a very much more positive and encouraging outlook than at the end of the last financial year. Things will not be easy, as financial constraints are all around us, but with a new focus, attitude to income generating, and a new team in place, the opportunities are there for exploring, expanding, and building a new future.

Finally, I would like to thank all our Board members and staff for their efforts, commitment and support throughout the year, but especially Paula Reed, our Finance and Resources Manager, for all her work in preparing our accounts and paperwork, and making my role so much easier, and Broomfield & Alexander, Accountants and Auditors, for their ongoing support and advice.

Mandi Glover

Treasurer

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2017

Chief Executive's Report

The past year has been one of both challenge and change not only for the nation but also Disability Wales. The Referendum decision to leave the European Union undoubtedly will have far reaching consequences. As well as identifying any opportunities arising from Brexit, DW is joining with sister organisations across the UK to ensure disabled people's rights under EU law will be safeguarded.

The Social Services and Well-being Act (2014) aimed at transforming care and support in Wales was implemented against a backdrop of cuts in benefits and services. UK Government's austerity measures have left thousands of disabled people in poverty, vilified in the media and tragically all too many deaths from suicide. The UN Committee on the Rights of Persons with Disabilities condemned UK Government's 'grave and systematic violations' of Convention rights regarding independent living and adequate standard of living. Even so their findings and recommendations were dismissed by the Government.

DW faced its own challenges. Following changes in Welsh Government (WG) Health and Social Care funding, we lost our core grant and were at risk of closure by the end of March 2016. A spirited campaign resulted in a tapered three-year funding package awarded by the Equality and Inclusion Division. A one year extension to March 2020 was later announced. While securing DW's future, it was nevertheless a 50% cut in income. Losing six of our ten staff within as many months, required us to deliver existing projects and commitments, while recruiting new staff, revising our funding strategy and seeking more affordable premises.

Against all odds, we achieved much: successful completion of the popular *Enabling Wales* project; progress with developing the Direct Payments Co-operative in Monmouthshire via our project *Citizen Directed Co-operatives Cymru*; funding of three Welsh research projects through the *DRILL* programme; and representations to the UN in Geneva as members of the UK Deaf and Disabled People's delegation.

Enabling Wales concluded with a celebratory event in the magnificent surroundings of Gregynnog Hall near Newtown. Partners, participants, funders and facilitators recognised individual achievements in successful completion of the accredited *Active Citizenship* programme, the launch of two new Centres for Independent Living in Flintshire and Ceredigion, the *Enabling Wales Toolkit* and *Young Enabling Wales Website*.

Enabling Wales created an invaluable legacy, more than fulfilling its aim of strengthening Disabled People's Organisations to represent the voice of disabled people more effectively. We are indebted to the hard work and commitment of Development Officer Rhiannon Hicks, our partners Dewis CIL and Wales Co-operative Centre together with project facilitators and consultants. We also paid tribute to the late Brian Thirsk from Sylfaen who co-facilitated the development and training programme with great warmth and humour and who is much missed.

Enabling Wales contributed to the delivery of the Framework for Action on Independent Living, which is the main means by which WG fulfils its obligations under the Convention on the Rights of Disabled People (UNCRDP). Three years on, WG agreed to refresh the Framework and I was honoured to resume the chair of the National Stakeholder Steering Group advising on the Review.

In parallel, DW provided the Welsh lead for the Civil Society UNCRDP Reporting Project, funded by the EHRC. Ahead of the UK's first Examination by the UN, we gathered views from disabled people across Wales to assess the extent to which Convention Rights were being upheld. These contributed to the GB Shadow CRDP Report, co-published with Disability Rights UK and Inclusion Scotland. As a member of the UK Delegation I felt privileged to present findings to the UN Committee in Geneva. Our evidence informed the List of Issues raised with UK Government in preparation for the Examination.

The Framework Review and the UNCRDP Examination taking place simultaneously proved helpful to both. It raised awareness among disabled people of their Rights under the Convention. Furthermore the evident lack of progress in securing these, which emerged from the engagement underlined why the Framework must not only be revised but strengthened, particularly regarding local delivery and accountability.

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2017

Our achievements owe much to a reinvigorated team of enthusiastic and dedicated staff and our loyal and committed Board. Particular thanks go to our longstanding Finance and Resources Manager Paula Reed and Chairperson Wendy Ashton for unfailing support throughout the year.

DW's core role is to reflect the views and priorities of our members to government with the aim of informing and influencing policy. Despite the changes and challenges, we have not been found wanting.

Rhian Davies

Chief Executive

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES RESPONSIBILITIES.

FOR THE YEAR ENDED 31 MARCH 2017

The trustees, who are also the directors of Disability Wales/Anabledd Cymru for the purpose of company law, are responsible for preparing the Trustees Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

DISABILITY WALES/ANABLEDD CYMRU

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF DISABILITY WALES/ANABLEDD CYMRU

We have audited the financial statements of Disability Wales/Anabledd Cymru for the year ended 31 March 2017 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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 Financial Reporting Standard 102.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011 and 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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its 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 statement of trustees responsibilities, the trustees, who are also the directors of Disability Wales/Anabledd Cymru for the purposes of company law are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

The trustees have elected for the accounts to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditors 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 accounts 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 accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts 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 accounts. In addition, we read all the financial and non-financial information in the Trustees Annual Report to identify material inconsistencies with the audited accounts 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 accounts.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2017 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.

DISABILITY WALES/ANABLEDD CYMRU

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF DISABILITY WALES/ANABLEDD CYMRU

Matters on which we are required to report by exception

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

- the information given in the Trustees Report is inconsistent in any material respect with the accounts; or
- the accounts 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.



Ian Thomas BSc FCA DChA (Senior Statutory Auditor)
for and on behalf of Broomfield & Alexander Limited

Chartered Accountants
Statutory Auditor

6 November 2017
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Ty Derw
Lime Tree Court
Cardiff Gate Business Park
CARDIFF
CF23 8AB
UK

Broomfield & Alexander Limited 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 INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2017

	Notes	Unrestricted funds £	Restricted funds £	Total 2017 £	Total 2016 £
Income from:					
Donations and legacies	3	303,842	-	303,842	402,702
Charitable activities	4	78,025	334,129	412,154	301,900
Investments	5	619	-	619	1,820
Total income		382,486	334,129	716,615	706,422
Expenditure on:					
Charitable activities	6	381,936	302,410	684,346	715,287
Net income/(expenditure) for the year/ Net movement in funds		550	31,719	32,269	(8,865)
Fund balances at 1 April 2016		383,289	(882)	382,407	391,272
Fund balances at 31 March 2017		383,839	30,837	414,676	382,407

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

DISABILITY WALES/ANABLEDD CYMRU

BALANCE SHEET

AS AT 31 MARCH 2017

	Notes	2017 £	£	2016 £	£
Current assets					
Debtors	13	65,169		68,691	
Cash at bank and in hand		396,717		397,367	
		<u>461,886</u>		<u>466,058</u>	
Creditors: amounts falling due within one year	14	(47,210)		(83,651)	
Net current assets			<u>414,676</u>		<u>382,407</u>
Income funds					
Restricted funds	15		30,837		(882)
<u>Unrestricted funds</u>					
Designated funds	16	222,583		229,149	
General unrestricted funds		<u>161,256</u>		<u>154,140</u>	
			<u>383,839</u>		<u>383,289</u>
			<u>414,676</u>		<u>382,407</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2017, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts under the requirements of the Companies Act 2006.

The trustees responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved by the Trustees on 1-11-17

Wendy Ashton
Trustee

Rhian Davies
Secretary

Company Registration No. 1998621

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2017

	Notes	2017 £	£	2016 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	21		(1,269)		18,360
Investing activities					
Interest received		619		1,820	
Net cash generated from investing activities			619		1,820
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(650)		20,180
Cash and cash equivalents at beginning of year			397,367		377,187
Cash and cash equivalents at end of year			396,717		397,367

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2017

1 Accounting policies

Charity information

Disability Wales/Anabledd Cymru is a private company limited by guarantee incorporated in .The registered office is Bridge House, Caerphilly Business Park, Van Road, Caerphilly, CF83 3GW.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

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.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met.

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Training and development income is invoiced and included in the Statement of Financial Activities in the period in which the service is provided.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

1 Accounting policies (Continued)

1.5 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.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs.

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 is charged as a cost against the activity for which the expenditure was incurred.

1.6 Cash and cash equivalents

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.

1.7 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.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.10 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

1.11 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.

1.12 Netting off of income and expenditure

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

1.13 Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	2017	2016
	£	£
Donations and gifts	-	88
Grants receivable	300,712	399,505
Subscriptions	3,125	3,100
Other	5	9
	<u>303,842</u>	<u>402,702</u>
Grants receivable for core activities		
Welsh Government core grant	300,000	398,905
WCVA grant	712	600
	<u>300,712</u>	<u>399,505</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

4 Charitable activities

	2017 £	2016 £
Development and training	78,025	66,453
Grants	334,129	235,447
	<u>412,154</u>	<u>301,900</u>
Analysis by fund		
Unrestricted funds	78,025	
Restricted funds	334,129	
	<u>412,154</u>	
For the year ended 31 March 2016		
Unrestricted funds		66,453
Restricted funds		235,447
		<u>301,900</u>
Performance related grants		
Big Lottery Wales Innocation Grant: CDCC	116,472	74,680
Care Council for Wales	-	6,720
Big Lottery UK: DRILL	28,927	34,069
Department for Work & Pensions - Access for Work	37,755	14,074
Pembrokeshire Association of Voluntary Service - Community Voice	-	5,387
Welsh Government - Equality and Inclusion grant: Enabling Wales	115,506	100,517
EHRC: UNCRDP project	19,260	-
Welsh Government Training Contract	16,209	-
	<u>334,129</u>	<u>235,447</u>

5 Investments

	2017 £	2016 £
Interest receivable	<u>619</u>	<u>1,820</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

6 Charitable activities

	Information/publications	Development & training	Policy & consultation
	£	£	£
Staff costs	70,960	125,586	78,515
Advertising	288	286	286
Communication and transcriptions	1,297	1,297	1,297
Events	-	-	-
Membership pack	-	-	-
Office	1,057	1,057	1,057
Printing, postage and stationery	2,009	2,009	2,009
Project expenses	17,988	155,992	66,249
Subscriptions	1,472	1,472	1,472
Sundry	655	655	655
Telephone	2,300	2,300	2,300
Travel and subsistence	1,271	1,271	1,271
Website and design rebrand	7,000	7,001	7,001
	<u>106,297</u>	<u>298,926</u>	<u>162,112</u>
Share of support costs (see note 7)	26,386	26,386	26,386
Share of governance costs (see note 7)	<u>12,617</u>	<u>12,618</u>	<u>12,618</u>
	<u>145,300</u>	<u>337,930</u>	<u>201,116</u>
Analysis by fund			
Unrestricted funds	127,312	127,312	127,312
Restricted funds	<u>17,988</u>	<u>210,618</u>	<u>73,804</u>
	<u>145,300</u>	<u>337,930</u>	<u>201,116</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

6 Charitable activities (Continued)

For the year ended 31 March 2016

Unrestricted funds	160,540	158,042	158,046
Restricted funds	4,691	200,571	33,397
	<u>165,231</u>	<u>358,613</u>	<u>191,443</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

7 Support costs

	Support costs	Governance costs	2017	2016
	£	£	£	£
Bank charges	1,441	-	1,441	1,017
Cleaning	4,005	-	4,005	4,257
Computer	10,060	-	10,060	10,419
Light and heat	4,066	-	4,066	3,333
Premises	47,986	-	47,986	45,969
Repairs and renewals	11,600	-	11,600	2,808
Audit fees	-	3,720	3,720	3,699
Legal and professional	-	6,958	6,958	10,560
Cost of trustees' meetings	-	22,517	22,517	22,725
Professional fees	-	4,658	4,658	8,439
	<u>79,158</u>	<u>37,853</u>	<u>117,011</u>	<u>113,226</u>
Analysed between Charitable activities	<u>79,158</u>	<u>37,853</u>	<u>117,011</u>	<u>113,226</u>

Included in audit fees above are accountancy fees amounting to £750 (2016: £750).

8 Net movement in funds

	2017	2016
	£	£
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	<u>3,720</u>	<u>3,699</u>

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration from the charity during the year.

Included in the cost of trustees meetings is an amount of £14,844 (2016: £14,629) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 12 trustees (2016: 10) were paid in the year, in relation to travel, subsistence and accommodation.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

10 Employees

Number of employees

The average monthly number employees during the year was:

	2017 Number	2016 Number
Service delivery	5	8
Administration	2	2
	<u>7</u>	<u>10</u>

Employment costs

	2017 £	2016 £
Wages and salaries	237,551	307,631
Redundancy costs		13,336
Social security costs	21,293	30,245
Other pension costs	16,217	29,135
	<u>275,061</u>	<u>380,347</u>

There were no employees whose annual remuneration was £60,000 or more.

11 Related party transactions

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/Anabledd Cymru £712 (2015: £600) for its participation in voluntary sector partnership activities with WG represented by Rhian Davies. There were no amounts outstanding at the year end.

Remuneration of key management personnel

The remuneration of key management personnel, who are also directors, is as follows.

	2017 £	2016 £
Aggregate compensation	<u>148,799</u>	<u>143,889</u>

12 Financial instruments

	2017 £	2016 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	<u>51,552</u>	<u>55,074</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

12	Financial instruments	2017	2016
	Carrying amount of financial liabilities		
	Measured at amortised cost	<u>41,320</u>	<u>76,408</u>
13	Debtors	2017	2016
	Amounts falling due within one year:	£	£
	Other debtors	51,552	55,074
	Prepayments and accrued income	<u>13,617</u>	<u>13,617</u>
		<u>65,169</u>	<u>68,691</u>
14	Creditors: amounts falling due within one year	2017	2016
		£	£
	Other taxation and social security	5,890	7,243
	Other creditors	-	5,456
	Accruals and deferred income	<u>41,320</u>	<u>70,952</u>
		<u>47,210</u>	<u>83,651</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2016	Movement in funds		Balance at 31 March 2017
	£	Incoming resources £	Resources expended £	£
Big Lottery Wales Innovation Grant: CDCC	(9,462)	116,472	(77,124)	29,886
Welsh Government Training Contract	-	16,209	(16,209)	-
Big Lottery UK: DRILL	5,363	28,927	(36,556)	(2,266)
DWP Access to Work	-	37,755	(37,755)	-
In Control - Holding Account	3,217	-	-	3,217
Welsh Government - Enabling Wales	-	115,506	(115,506)	-
EHRC: UNCRDP project	-	19,260	(19,260)	-
	<u>(882)</u>	<u>334,129</u>	<u>(302,410)</u>	<u>30,837</u>

Big Lottery Wales Innovation Grant: CDCC is a partnership between Disability Wales/Anabledd Cymru 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.

Welsh Government Training Contract - To provide information to Elected Members and public sector officials of relevant legislation.

Big Lottery UK: 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.

Welsh Government Equality and Inclusion Grant: Enabling Wales - The project is a partnership between Disability Wales/Anabledd Cymru, 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".

EHRC: UNCRDP project- Civil Society Monitoring Project: about the rights of disabled people to be treated in a good and fair way.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

16 Designated funds

The income 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 at 1 April 2016 £	Movement in funds		Balance at 31 March 2017 £
		Incoming resources £	Resources expended £	
Bursary scheme	3,246	-	(1,000)	2,246
Campaigns	9,650	-	-	9,650
Legacies	156,949	-	-	156,949
Redundancy	59,304	-	(5,566)	53,738
	<u>229,149</u>	<u>-</u>	<u>(6,566)</u>	<u>222,583</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.

17 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 March 2017 are represented by:			
Current assets/(liabilities)	<u>383,839</u>	<u>30,837</u>	<u>414,676</u>
	<u>383,839</u>	<u>30,837</u>	<u>414,676</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2017

18 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2017 £	2016 £
Within one year	43,200	43,200
Between two and five years	118,800	162,000
	<u>162,000</u>	<u>205,200</u>

19 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.

20 Pension Costs

The pension scheme is run by Leabold Financial Management. The total cost to the charity for employers' contributions to the scheme during the year was £16,217 (2015: £29,135). Contributions due at the year end are £nil (2015: £5,456).

21 Cash generated from operations

	2017 £	2016 £
Surplus/(deficit) for the year	32,269	(8,865)
Adjustments for:		
Investment income recognised in profit or loss	(619)	(1,820)
Movements in working capital:		
Decrease in debtors	3,522	22,367
(Decrease)/increase in creditors	(36,441)	6,678
Cash (absorbed by)/generated from operations	<u>(1,269)</u>	<u>18,360</u>