

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 2018



DISABILITY WALES/ANABLEDD CYMRU

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TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2018

Chair's Annual Review

This year I'm pleased to say, has not been as devastating as last year. We have had massive challenges, but the year has been very different!

At last year's AGM, I was talking about major changes in funding, and loss of staff.

Instead of being in imminent danger of closing down, we have taken a strategic change in direction, and alongside this, the Board, in collaboration with the staff team decided that rather than staying in our premises, and negotiating changes, we would be better with a clean break and a new start... so we moved across the business park into smaller, more affordable (and much brighter) premises. The offices are much more welcoming, and we all feel the staff have a far more pleasant and stimulating working environment.

Rebuilding the organisation and our reputation has been slower, but a steady, positive start is much in evidence. We need to approach things very differently with a staff team of just five, only some of whom are full-time. How do we support people across the whole of Wales, with so few staff, and all our other commitments? Well, we still do! through providing more, larger, regional events, seminars and conferences.

One of the big influences on our work during the year was on the United Nations Convention on the Rights of Disabled People, and this was a theme throughout many of our events.

The same issues continue to affect our members - welfare reform, changes to personal independence payments and all the other issues that continue to impinge so severely on the rights, independence, choice and control of disabled people, so these remain the focus of our work outside our core activities.

We have had some staff changes during the year, Miranda Evans returned from maternity leave, so Natasha Hirst is no longer on the team, although she continues to support us, particularly with photography at our events. We also had some short-term staff during the year to meet specific tasks. Furthermore, Jeff Brattain-Wilson, Project Officer for CDCC has moved on. We wish him well in his new post, and look forward to working with him through his new job.

Life is still not easy for Disability Wales, our core funding has reduced again, but the atmosphere is very different, and far more upbeat. Things are generally looking far more positive.

With the successful conclusion of Enabling Wales last year, we have only had the two major continuing projects - CDCC and DRILL, but have had some other funding through smaller grants, and are actively seeking more, as part of our income generation strategy.

The Board of Directors have been particularly busy this year, with strategic changes being implemented across the organisation in our effort to become more financially stable and sustainable. Our focus remains in securing long-term funding, and growing the organisation, as well as increasing our reach to disabled people. Things are changing, and the atmosphere is one of positiveness and optimism.

During the year, we have had some changes in the Board of Directors - Phil Thompson stood down from his position as an appointed director, we thank him for his support during the short time he was able to be with us, however, we welcomed two new members to the Board - Ben Morris and Kelvin Jones.

I must thank all the Directors for the support they have shown me and the organisation in yet another challenging year. I also wish to thank the staff for holding the operational side together, maintaining the projects, delivering training and events, alongside an office relocation. Particular thanks must go to our Finance and Resources Manager, Paula Reed, for co-ordinating all of that, alongside her usual work commitments. Finally, to our Chief Executive, Rhian Davies, whose widespread knowledge and understanding of the disability voluntary sector has been a major factor in negotiating our way through all the upheaval.

We are now open to a much more positive position to move forward and re-grow Disability Wales.

Wendy Ashton
Chair

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TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

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Chief Executive's Report

It's been another year of change for DW as we rebuild from the 50% cut in funding from Welsh Government. The previous year saw major changes in staffing, this time the focus was on premises, taking advantage of a break clause in the lease to relocate to smaller and more affordable offices.

As with previous office moves, it was not straightforward. As a Disabled People's Organisation, to enable full participation of Directors, staff, volunteers and visitors, DW's minimum requirements include ground floor, level access, parking and proximity to public transport. While these should be no more than standard requirements for any organisation, it proved a considerable challenge to find somewhere suitable.

Having served notice on our Landlord, the clock was ticking, and we were contemplating renting temporary office space or arranging for staff to work from home as a stop-gap. Ground floor office space became available on Caerphilly Business Park at the last minute and with some adaptations we were able to move in.

Despite decades of equality legislation and building regulations, DW's experience illustrates the barriers to employment for so many disabled people, with many workplaces in Wales being inaccessible. It gave validity to much of our policy influencing work over the year regarding tackling the high disability employment gap as well as new initiatives in public transport such as the Wales and Borders Rail Franchise and South Wales Metro, bus regulations and taxi and private hire licencing.

Notwithstanding the challenges, there were several highlights over the year: participating in the delegation of UK Disabled People's Organisations at the UN in Geneva; our Annual Conference on the theme 'Defending our Rights and Challenging Attitudes; and the #IamEmbolden Awards Celebration.

It was a great privilege to represent DW's members at the UN and participate in the Committee on the Rights of Disabled People's Examination of the UK Government regarding implementation of the Convention. Following a review under the Optional Protocol, the UN had already found that the UK had committed 'grave and systematic' breaches of no less than three Convention Articles: Independent Living (19); Employment (27) and Adequate Social Security Protection. This stemmed from the devastating impact of austerity policies on disabled people following draconian cuts in benefits and services which saw disabled people having to pay bedroom tax on any spare room; losing Motability vehicles if assessed as no longer qualifying for higher rate mobility allowance in the transfer from DLA to PIP; as well as increasingly reliant on foodbanks. Most disturbing of all was the number of disabled people who died whether from terminal illness or by suicide - shortly after being found 'fit for work' following a Work Capability Assessment.

During engagement with members regarding the UNCRDP Examination process, many spoke of their own experiences following welfare reform, as well as other challenges including lack of information, advice and advocacy, inaccessible housing, transport barriers and discrimination in employment. While some issues are devolved to Welsh Government, the cut in its budget from UK Government limits the progress it can make. Nevertheless through the review of the Framework for Action on Independent Living, DW urged a renewed focus on tackling barriers to disabled people's full participation in Wales.

DW's Annual Conference in Merthyr took up many of these themes and our members who attended from across Wales told us how much they appreciated and felt inspired by the speakers, discussions and informal networking. Our thanks go to Ruth Coombs, Head of Wales at the EHRC and Tara Flood, Chief Executive of the Alliance for Inclusive Education for their informative and impassioned presentations.

Given the difficult times, it was especially agreeable to celebrate success at the #IAMEmbolden Awards Event at the Senedd. The ceremony completed our popular one year project funded by the Fawcett Society and Spirit of 2012 as part of the celebrations commemorating the Centenary of Women's Suffrage. Embolden sought to challenge negative stereotypes regarding disabled women as well as celebrate their role in creating change.

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The project involved three workshops around Wales and attracted 43 nominations in eight Award categories to find our Embolden Ambassadors. A portfolio of photographs was created of each finalist together with case studies of their achievements, which are available on DW's website. The images depict the talent as well as outstanding contributions many disabled women are making in the field of arts, sports, education, employment and community life. Particularly poignant was the Historic Award which remembered the life and impact of disabled activist Julie Marsh (1962 – 2002). An exhibition of the portraits was on display at the Senedd during the celebration event sponsored by Joyce Watson AM.

Thanks go to Natasha Hirst for taking the stunning photos having led on Embolden when covering the post of Policy and Programmes Manager while Miranda Evans was on Maternity Leave. We greatly appreciated Natasha's dedication and commitment to the role. Thanks are also due to CDCC Development Officer Jeff Brattan-Wilson for his valued contribution to the project and DW. Jeff left to take up a post at Social Care Wales. We were pleased to welcome Viv Leach as the Moncare Co-op Co-ordinator who is supporting the Co-op set up by Direct Payments recipients in Monmouthshire under the auspices of CDCC.

As ever, my heartfelt thanks go to the Board and staff at DW for their unswerving commitment above and beyond the call of duty. As a Disabled People's Organisation our credibility and authority derives from our lived experience and sustains us in our ongoing campaign for the rights and equality of all disabled people.

Rhian Davies
Chief Executive

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TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

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Treasurer's Report

At the Annual General Meeting in October 2017, I talked about the devastating effect the changes in funding criteria set by the Welsh Government in the previous financial year had on umbrella organisations across the voluntary sector in Wales, and especially to us here at Disability Wales. The change had been from that of funding core activities, to an emphasis on project-based funding, which excluded organisations like ours, as we do not provide services. I went on to highlight the impact this had on our staff team, and to the support we were able to provide to our member organisations.

It had put our survival into question, and with it, the expertise built up since our beginnings in 1972, however, I went on to explain the tapering funding package the Welsh Government put in place, albeit at a hugely reduced rate.

The positives around all this meant that the Board of Directors, and staff team, had to look at moving in a totally different direction, with a wholly new attitude to fundraising and income generation. The team was now very small, with three core members, and two project-based staff, and we still had our members to support.

Collectively, we considered many options, how best to maintain contact with our members, meet our obligations to funding bodies, retain the projects, and rebuild ourselves?

Staffing structure was reorganised so that work was shared around, and the big decision to reduce our costs was in the decision to relocate. This had its complexities, as we were in an existing lease, with a tight turnaround to meet the break-clause, but that was the ultimate route we opted for, and despite all the hard work involved, this was successfully achieved early in the new calendar year.

The new offices are considerably smaller, but appropriate alterations have been made, and we now have a fabulous meeting room, and seemingly much better staff accommodation too.

Projects:

Enabling Wales came to an end in March 2017, but that still left us part way through the CDCC and DRILL Projects, which had to be not just sustained, but moved forward. Although the staff team is small, the projects are running smoothly. The Project Officer for CDCC moved on to pastures new during this time, but the project has a member of staff supporting the Moncare co-operative, and is otherwise being supported centrally. We have also had a collection of smaller, short-term projects and commissions that have boosted both our income and the profile of Disability Wales.

2017/2018 has therefore been yet another difficult year for us financially, but with a plan, a new base, and a committed staff team, we looked to the arrival of 2018 as an opportunity for a new start. We realised that life would be tough, with reducing financial support, general increases in costs and a heavy workload, held back in part by the upheaval of an entire office move, as obviously we still needed accessible accommodation, which is in limited supply.

Auditor's findings:

Our auditors acknowledge that it has been a difficult year for Disability Wales, but we're amazed that we came in with a lower than projected deficit, (which was then underwritten from reserves, as previously agreed). Our Auditor's are very happy with the way we have started rebuilding for financial sustainability, and our plans for moving income generation forward.

Reserves

Some people might wonder why there is such a great need for reserves, or a 'reserves policy', so here is a short explanation:

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Disability Wales needs reserves:

- To meet our contractual liabilities should the organisation have to close. This includes redundancy pay, monies due to creditors and commitments under leases.
- To meet unexpected costs like break down of essential office machinery, staff cover re illness, maternity leave, parental leave and legal costs defending the charities 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.

As was the case during the 2017/2018 financial year, the Board of Directors has once again recommended that we should underwrite the projected shortfall (around £62,000) in our funding for 2018/2019 to allow the organisation time to secure additional funding streams, whilst maintaining our staffing levels, to give the best opportunity to achieve our outcomes and targets.

In Summary:

We still have a long way to go to achieve financial stability and sustainability, for the organisation, but we are in a much more encouraging position than at the end of 2016/2017. Things will be challenging, as we compete with the rest of the voluntary sector, for ever diminishing resources, but with a new base, greater focus on income generation, and an enthusiastic team, we are on the way to building a new, positive, future for Disability Wales.

Finally, I would like to thank all our Board members and staff for their commitment and support through challenging times. Particular thanks to Paula Reed, our Finance and Resources Manager, for all her work in preparing the accounts and paperwork, and making my role so much easier, and MHA Broomfield Alexander, Accountants and Auditors, for their ongoing support and advice.

Mandi Glover
Treasurer

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TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

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The trustees present their report and financial statements for the year ended 31 March 2018.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's [governing document], 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 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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TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

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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 undertook 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.

DW contributed to a 'shadow' report published jointly by a Coalition of UK Disabled People's Organisations in response to the formal report submitted to the UN by the UK Government regarding implementation of the CRDP.

With funding from the Equality and Human Rights Commission, DW representatives joined the delegation of Disabled People's Organisations in Geneva to present the shadow report to the UN Committee on the Rights of Disabled People. Coalition members challenged UK Government's assertions of progress in promoting the equality and human rights of disabled people by citing evidence regarding the devastating impact of welfare reform and austerity measures on disabled people including in Wales.

Having previously found that the UK had committed 'grave and systematic breaches' of Articles 19, 27 and 28 (independent living, social security and employment respectively), the UN Committee castigated the UK Government making a record 77 recommendations for further action. Criticisms included the impact of austerity; the "lack of policy framework addressing poverty of families with disabled children and the persistent employment and pay gap for disabled people".

Since returning from Geneva, DW has sought every opportunity to raise awareness of the UN's Concluding Observations, including in the media, at its Annual Conference, at the Cross Party Group on Disability and through its work regarding the review of the Welsh Government (WG) Framework for Action on Independent Living.

DW is a founder member of the UK CRPD Monitoring Coalition of Disabled Peoples Organisations. Six months after the UN Review, in the absence of any formal response from UK Government to the Concluding Observations, DW co-signed an open letter to the Prime Minister calling on her for action.

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. It actively contributed to a series of engagement activities including four round-table meetings and an online survey to gather the views of disabled people regarding progress in tackling barriers since 2013.

The key finding was that with the possible exception of digital inclusion, far from seeing improvements, most things had got worse. Much of this was attributed to welfare reform and the impact of austerity which are not in WG's control. Nevertheless, WG has a vital leadership role as well as powers in several key policy areas such as social care, housing and transport. DW has urged Ministers and officials to strengthen the actions in these policy areas in the revised Framework.

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Priority Policy Issues

Social Care

DW responded to several WG consultations related to social care, drawing on its knowledge and experience gained through its project Citizens Directed Co-operatives Cymru.

Regarding the consultation on Phase 2 implementation of the Regulation and Inspection of Social Care (Wales) Act 2016, together with Wales Co-operative Centre, it successfully argued for certain models of cooperatives to be exempted from regulation to remove the burden of bureaucracy on "small unincorporated family co-operatives and micro co-operatives that provide home care and support" as well as Service User Led / Citizen Directed Co-operatives.

DW continued to monitor the transition of the Wales Independent Living Grant (WILG) from WG administration to local authorities. As a member of the WILG Stakeholder Group DW actively argued for maximum support and time to be available to recipients during the transition which involves assessment meetings. Given reports that the transition was not progressing smoothly in all local authorities, DW worked with WG and the All Wales Forum of Parents and Carers to develop a questionnaire to learn more about recipients' experiences. Findings would inform whether any further action required.

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.

The new Wales and Borders Franchise and South Wales Metro presents a once in a generation opportunity to develop a more inclusive transport system. DW met individually with the companies bidding for the new Wales and Borders Franchise and South Wales Metro to discuss their proposals and highlight the barriers to be overcome. We emphasised how crucial it was that disabled people including DW members are engaged in planning and design consultations from the outset.

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. It used these opportunities to ensure that members' concerns and experiences are heard at ministerial and senior level and inform the development of WG strategies and Action Plans.

Through successful use of online surveys DW gathered the views of members to inform the submission of written responses to several WG transport related consultations, including:

- Improving local bus services in Wales
- Concessionary bus travel
- Design of Wales & Border Rail Services including the Metro
- Taxi and private hire vehicle licencing in Wales

The survey on taxis drew 97 responses from disabled people across Wales. Findings included that:

- 64% of respondents experienced problems when using taxi and private hire vehicles
- There is a general shortage of accessible vehicles
- Refusals experienced by wheelchair users and people using assistance dogs
- Lack of availability of accessible vehicles leading to longer waiting times
- Overcharging for journeys
- Problems with school transport

DW used the findings to inform its consultation response to WG on taxi & vehicle licencing; in discussions with local authorities around provision of Disability Equality Training for drivers; and in media coverage about numerous incidents where disabled people face barriers in using taxis.

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Brexit

DW has been monitoring the likely impact of Brexit on disabled people. It contributed to Disability Rights UK's Brexit Manifesto and has used this to contribute to various debates. It gave evidence to the Assembly's External Affairs and Legislation Committee on the impact of Brexit on Equality & Human Rights. In their letter to the First Minister, the Committee supported evidence presented by DW and others regarding the importance of incorporating the CRDP into Welsh law and policy as well as implementation of the EU Accessibility Act once UK leaves the EU

DW in the Media

DW's profile in the mainstream media remained high, with staff and members featuring in more than a dozen stories in news and current affairs programmes, websites and print media. Items included DW's participation in the UNCRDP Review of UK Government in Geneva; the Embolden Awards recognising the achievements of disabled women; as well as topics such as PIP and the loss of Motability Vehicles; housing adaptations; disability poverty in Wales; and Brexit.

As well as maintaining DW's profile as a national organisation, it enables individual members to voice their experiences and concerns to the wider public, raising awareness of success as well as barriers to be tackled.

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

Under the theme of *Defending our Rights – Challenging Attitudes*, DW organised two regional workshops and an annual conference aimed at members and stakeholders.

Regional Workshops

In total 46 members participated in workshops held during June at Waterston Conference Centre, Bridgend and Conwy Business Centre, Llandudno Junction respectively.

The agenda included updates and handouts on several key policy areas including UNCRDP, Review of the Framework for Action on Independent Living, and Transport. These provided an opportunity for members to ask questions as well as contribute their views on these issues to inform DW's work with WG. There was also a presentation on the second round of DRILL Project Grants which provided information to members about the funding criteria and how to apply.

Participant evaluation revealed that members appreciated the sessions on UNCRDP in particular and the opportunity to network with other groups and individuals. Learning points were not to cover too many topics in one day and to keep the hand-outs brief.

Annual Conference

DW's Annual Conference was held on 19 October 2017 at the Orbit Business Centre, Merthyr Tydfil and attended by nearly 80 participants from across Wales. DW's Bursary Fund enabled 9 members to attend including 6 from North Wales.

Guest speakers included Cabinet Secretary for Communities & Children, Carl Sergeant AM; Ruth Coombs, Head of Wales, EHRC; Tara Flood, Director, Alliance for Inclusive Education, representing Reclaiming our Futures Alliance (ROFA).

In addition to informative speeches, members were able to participate in round table discussions; Q&A sessions including with the Cabinet Secretary; and a Networking lunch. The afternoon session included a presentation of DW's new Website; updates on projects as well as the AGM.

Further to a Media Release, a BBC Wales Reporter attended the morning session and social media activity using #dwconf17 was strong with around a dozen participants tweeting in addition to DW and staff. Twitter posts included:

'had a lovely and inspiring time at #dwconf17 – thanks very much to all @DisabilityWales for organising. Diolch! See you next year!'

'thank you to @DisabilityWales for a thought-provoking conference with a clear focus on human rights'

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Feedback via the Evaluation forms was very positive with participants appreciating the emphasis on Disability Rights and commenting favourably on the speakers, roundtable discussions and networking opportunities.

Equality Monitoring evaluation highlighted that 60% of participants identified themselves as disabled people with a cross section of impairments; two thirds identified as women; and 75% as White British.

Cross Party Group on Disability

As a member of the Wales Disability Reference Group, DW contributes to the delivery of three meetings per year of the Cross Party Group on Disability. Meetings are attended by Assembly Members, their support staff and other stakeholders.

The meeting in March included presentations from two DW members:

Simon Green, Chairperson of Bridgend Coalition of Disabled People on their Assembly Petition proposing the development of an Access Rating Scheme for business premises; and Nathan Davies who instigated the Save WILG Campaign.

It afforded an opportunity for both members to raise the profile of these initiatives in the Senedd and win support from AMs and stakeholders.

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

Social Media

DW maintains an active presence online and via social media, as an effective means to interact with members and stakeholders. As well as using social media to disseminate information and news about the activities of DW and other organisations, it enables instant feedback from members and provides an online forum for debate and comment.

Achievements through the year included:

- 35 Blog posts
- 4 issues of e news
- 900 new Twitter followers
- 449 new Facebook likes

By the year end, DW achieved:

- 11.2K total Twitter followers
- 2449 total Facebook likes

New Website

Feedback from members highlighted the need to modernise the image and functionality of DW's website and which would work well on tablets, mobile devices, phones and on larger screens including TV's, not just a desk top or a laptop as before. Accessibility is a top priority for DW's website, ensuring that disabled people can access content whilst using a range of assistive technology, including screen reading software.

Furthermore our website needed to clearly reflect Disability Wales brand values, style and look and set a standard moving forward as an example to the general public. We commissioned ProMo Cymru to work with us to develop the site in line with feedback received from members.

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DW's new website has a contemporary look, is less cluttered and easier to navigate by members and the general public thereby promoting the organisation's aims and objectives more effectively.

- 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 supported Direct Payments recipients living in Monmouthshire to set up the Moncare Co-operative Ltd. This included the appointment and management of a part-time Co-ordinator to assist the Co-op Board in recruiting more members, organising outreach events such as coffee mornings across Monmouthshire and developing its business plan.

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 second call for research proposals closed in August 2017. In total more than 100 applications were received from across the UK for this second – and final – call, of which 11 were awarded funding.

Impact of DRILL in Wales: second call

- 8 Welsh applications received
- 1 successful application
- £149,946 awarded to successful project

DRILL Wales Project Portfolio: first call

- *Young people and friendships – what matters to us?: C.A.R.P Collaborations*
- *Developing a toolkit that self – advocates can use to check if projects deliver what they promise: All Wales People First*

Legally disabled? The career experiences of disabled people in the legal profession in England & Wales: developing future strategies: Cardiff University's Business School

Second Call:

"The Bridge: Changing attitudes and communities by turning skills and experience into earnings for self-advocacy organisations and self-advocates": Barod

Four Nations Research

As part of the DRILL Programme, DW worked alongside Inclusion Scotland, Disability Rights UK and Disability Action Northern Ireland to develop coproduced, qualitative research projects examining negative attitudes to disabled people. As a contribution to this research, the particular focus for DW will be an exploration of the experiences of peer researchers in DRILL-funded projects. The research will be conducted by DW researcher Ruth Norley and will be coproduced with the DRILL Wales National Advisory Group, the Wales School for Social Care Research, HOLI Coproduction Network and a steering group made up of disabled peer researchers.

Embolden: Spirit of Disabled Women

Funded by Fawcett Society and Spirit of 2012 to celebrate the Centenary of some women achieving the vote: the Embolden project was aimed at challenging stereotypes of disabled women, celebrating their achievements through an Awards scheme and creating a free to use bank of positive photographic images.

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The project delivered three workshops in Cardiff, Haverfordwest and Wrexham and were attended by 31 women in total. 43 disabled women were nominated for the #IamEmbolden Awards in 7 categories:

#IamEmbolden categories and award winners:

Amazing In Any Other Way: Janice Partridge
Sponsored by OGL Computers

Career Success: Sian Preddy
Sponsored by Hugh James Solicitors

Community Activist: Anita Davies

Contribution to the Arts: Stephanie Back
Sponsored by MHA Broomfield Alexander, Chartered Accountants & Statutory Auditors

Educational Achievement: Barbara Stensland
Sponsored by Leabold Financial Management

Sports Excellence Award 2018: Anastasia Blease
Sponsored by Legal & General

Sports Excellence Award 2018: Tina Evans
Sponsored by Legal & General

Memorial Award 2018
In memory of Julie Marsh (1962-2002)

The Awards were presented at a Celebration Event and Ceremony on 13th March, at the Senedd sponsored by Joyce Watson AM with 90 guests in attendance including friends and family of the Finalists.

The photographic resources includes images taken at the workshops as well as a set of portraits of each of the Finalists and are available to download on DW's Flickr page.

Guidance for journalists was produced on how to appropriately represent disabled people in articles and features.

Disability Hate Crime

DW delivered a contract on behalf of the Victim Support Cymru, National Hate Crime Reporting Centre aimed at developing their service to people experiencing Disability Hate Crime.

Two focus groups held in Bridgend and Mold respectively were delivered in partnership with DW members Bridgend Coalition of Disabled People and FDF CIL involving 24 participants in total.

Findings from the focus groups contributed to the development of print and online information about Disability Hate Crime and how to report it.

The contract included delivering Disability Equality Training to Centre staff to develop their awareness of barriers faced by disabled people to ensure the National Reporting Scheme is able to appropriately meet the needs of disabled people.

EHRC Inquiry into Housing and Disabled People: Toolkit Development

In 2016 the Equality and Human Rights Commission launched an inquiry into housing for disabled people. The inquiry looked at whether the availability of accessible and adaptable housing, and the support services around it, is fulfilling disabled people's rights to live independently in England, Scotland and Wales. As part of the EHRC's Inquiry, Imogen Blood and Associates was commissioned to produce housing advice guides for disabled people and the organisations that support them.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2018

As the Welsh partner in the consortium, DW delivered a Focus group at Chapter Arts Centre in Cardiff attended by 7 participants and contributed to the drafting and circulation of an online survey. The survey generated 739 responses from across the UK, of which 135 were from Wales – 20% of the total. Both the Focus Group and the Survey informed development of the Toolkit.

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

Following the 50% cut in funding from Welsh Government, in order to reduce overheads, the Board instigated an office move to coincide with a break clause in the lease on Bridge House.

The search for new premises proved challenging and time consuming as despite legislation relating to access to buildings, many properties proved unsuitable for an organisation such as Disability Wales. Late in the process, ground floor accommodation became available within Caerphilly Business Park which, with some adaptation, would meet the organisation's requirement.

DW moved in shortly before Christmas and has settled in well. The move has more than halved our expenditure on rent while providing conditions more conducive to team working. An Office Open Day proved successful with staff and Board playing host to visiting members, stakeholders and other tenants on the Business Park.

- Strategic Objective 3: To innovate, develop and deliver a range of income generating services that benefit disabled people.

DW's substantial cut in funding made it necessary to review its approach to income generation. Key achievements included securing the following grants and contracts:

- Fawcett Society and Spirit of 2012 Grant for the project Embolden: Spirit of 2012
- Victim Support Cymru National Hate Crime Reporting Service: contract to deliver focus groups and training
- EHRC Housing and Disabled People Inquiry: partner in contract to deliver focus groups, survey and development of a toolkit
- Contracts to deliver Disability Equality Training to:
 - Velindre NHS Trust
 - Welsh Government National Social Services Partnership Board
- Embedding Just Giving page on new DW Website
- Securing sponsorship for the Embolden Awards from the following companies:
 - Hugh James Solicitors
 - Leabold Financial Management
 - Legal and General
 - MHA Broomfield Alexander, Chartered Accountants & Statutory Auditors
 - OGL Computers

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2018

Financial review

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 2017-2018 the total reserves allocated are £328,073. 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 £29,045 split between an unrestricted deficit of £53,326 and a restricted surplus of £24,281. The reserves totalled £385,631 which consists of unrestricted reserves of £330,513 and restricted reserves of £55,118. The free reserves of the charity totalled £330,513 as the target level set by the trustees includes the designation of the various funds. The reserves currently exceed 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)

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2018

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 2018

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 cut in funding of the WG S64 core grant.

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 2018

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 2018

Reference and administrative details

Company number 1998621

Charity number 517391

Principal office Brydon House
Caerphilly Business Park
Van Road
Caerphilly
CF83 3ED

Auditors MHA 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
Amanda Glover
Phillip Thompson - Resigned 21 June 2017
Kelvin Jones- Appointed 19 October 2017
Trevor Palmer
Simon Green
Delwyn Evans
Caroline Holloway
Marilyn Jarrett
Ben Morris

Secretary Ms Rhian Davies

Key management personnel

Rhian Davies - Chief Executive
Paula Reed - Finance and Resources Manager
Miranda French - Policy and Programmes Manager
Natasha Hirst- Policy and Programmes Manager

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.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2018

The trustees report was approved by the Board of Trustees.

...W.U. Ashton

Wendy Ashton - Chairperson

Dated: 19.10.18

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2018

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 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 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 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 judgements 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 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 financial statements 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 financial statements may differ from legislation in other jurisdictions.

DISABILITY WALES/ANABLEDD CYMRU

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

Opinion

We have audited the financial statements of Disability Wales/Anabledd Cymru (the 'charity') for the year ended 31 March 2018 which comprise the Statement of Financial Activities, the Balance Sheet, and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

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 2018 and of its incoming resources and application of resources, 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

DISABILITY WALES/ANABLEDD CYMRU

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees Report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditors under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. 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 the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DISABILITY WALES/ANABLEDD CYMRU

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

GR Thomas

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

9 November 2018
.....

Chartered Accountants
Statutory Auditor

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

MHA Broomfield Alexander is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under 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 2018

	Notes	Unrestricted funds £	Restricted funds £	Total 2018 £	Total 2017 £
<u>Income from:</u>					
Donations and legacies	3	203,902	-	203,902	303,842
Charitable activities	4	58,836	202,440	261,276	412,154
Investments	5	560	-	560	619
Total income		263,298	202,440	465,738	716,615
<u>Expenditure on:</u>					
Charitable activities	6	316,624	178,159	494,783	684,346
Net (expenditure)/income for the year/ Net movement in funds		(53,326)	24,281	(29,045)	32,269
Fund balances at 1 April 2017		383,839	30,837	414,676	382,407
Fund balances at 31 March 2018		330,513	55,118	385,631	414,676

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 2018

	Notes	2018 £	£	2017 £	£
Current assets					
Debtors	13	60,451		65,169	
Cash at bank and in hand		354,373		396,717	
		<u>414,824</u>		<u>461,886</u>	
Creditors: amounts falling due within one year	14	(29,193)		(47,210)	
Net current assets			<u>385,631</u>		<u>414,676</u>
Income funds					
Restricted funds	15		55,118		30,837
<u>Unrestricted funds</u>					
Designated funds	17	226,237		222,583	
General unrestricted funds		<u>104,276</u>		<u>161,256</u>	
			<u>330,513</u>		<u>383,839</u>
			<u>385,631</u>		<u>414,676</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 2018, 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 financial statements under the requirements of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements 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 financial statements, so far as applicable to the company.

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

The financial statements were approved by the Trustees on 12.10.2018

W. Ashton

Rhian Davies

Wendy Ashton - Trustee

Rhian Davies - Secretary

Company Registration No. 1998621

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2018

1 Accounting policies

Charity information

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

1.1 Accounting convention

The financial statements have been prepared in accordance 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). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements 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 financial statements, 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 financial statements.

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 financial statements.

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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

1 Accounting policies (Continued)

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

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

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 has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

1 Accounting policies (Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

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 are charged to income on a straight line basis over the term of the relevant lease.

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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

3 Donations and legacies

	2018	2017
	£	£
Donations and gifts	110	-
Grants receivable	200,712	300,712
Subscriptions	3,080	3,125
Other	-	5
	<u>203,902</u>	<u>303,842</u>
Grants receivable for core activities		
Welsh Government core grant	200,000	300,000
WCVA grant	712	712
	<u>200,712</u>	<u>300,712</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

4 Charitable activities

	2018 £	2017 £
Development and training	58,836	78,025
Grants	202,440	334,129
	<u>261,276</u>	<u>412,154</u>
Analysis by fund		
Unrestricted funds	58,836	
Restricted funds	202,440	
	<u>261,276</u>	
For the year ended 31 March 2017		
Unrestricted funds		78,025
Restricted funds		334,129
		<u>412,154</u>
Performance related grants		
Big Lottery Wales Innocation Grant: CDCC	98,744	116,472
Big Lottery UK: DRILL	63,601	28,927
Department for Work & Pensions - Access for Work	26,595	37,755
Fawcett Society	13,500	-
Welsh Government - Equality and Inclusion grant: Enabling Wales	-	115,506
EHRC: UNCRDP project	-	19,260
Welsh Government Training Contract	-	16,209
	<u>202,440</u>	<u>334,129</u>

5 Investments

	2018 £	2017 £
Interest receivable	<u>560</u>	<u>619</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

6 Charitable activities

	Information/publications	Development & training	Policy & consultation	Total 2018	Total 2017
	£	£	£	£	£
Staff costs	59,772	92,292	77,442	229,506	275,061
Advertising	32	31	31	94	860
Communication and	1,985	1,985	1,985	5,955	3,891
Office	697	697	697	2,091	3,171
Printing, postage and stationery	1,335	1,335	1,335	4,005	6,027
Project expenses	8,865	70,468	48,636	127,969	240,229
Subscriptions	2,229	2,229	2,229	6,687	4,416
Sundry	656	656	656	1,968	1,965
Telephone	2,205	2,205	2,205	6,615	6,900
Travel and subsistence	1,829	1,829	1,829	5,487	3,813
Website and design rebrand	-	-	-	-	21,002
	<u>79,605</u>	<u>173,727</u>	<u>137,045</u>	<u>390,377</u>	<u>567,335</u>
Share of support costs (see	24,056	24,056	24,056	72,168	79,158
Share of governance costs (see	10,746	10,746	10,746	32,238	37,853
note 7)	<u>114,407</u>	<u>208,529</u>	<u>171,847</u>	<u>494,783</u>	<u>684,346</u>
Analysis by fund					
Unrestricted funds	105,542	105,541	105,541	316,624	
Restricted funds	8,865	102,988	66,306	178,159	
	<u>114,407</u>	<u>208,529</u>	<u>171,847</u>	<u>494,783</u>	
For the year ended 31 March 2017					
Unrestricted funds	127,312	127,312	127,312		381,936
Restricted funds	17,988	210,618	73,804		302,410
	<u>145,300</u>	<u>337,930</u>	<u>201,116</u>		<u>684,346</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

7 Support costs

	Support costs	Governance costs	2018	2017	Basis of allocation
	£	£	£	£	
Bank charges	1,277	-	1,277	1,441	Direct
Cleaning	3,760	-	3,760	4,005	Direct
Computer	7,644	-	7,644	10,060	Direct
Light and heat	3,144	-	3,144	4,066	Direct
Premises	54,230	-	54,230	47,986	Direct
Repairs and renewals	2,113	-	2,113	11,600	Direct
Audit fees	-	3,700	3,700	3,720	Governance
Legal and professional	-	3,178	3,178	6,958	Governance
Cost of trustees' meetings	-	17,653	17,653	22,517	Governance
Professional fees	-	7,707	7,707	4,658	Governance
	<u>72,168</u>	<u>32,238</u>	<u>104,406</u>	<u>117,011</u>	
Analysed between					
Charitable activities	<u>72,168</u>	<u>32,238</u>	<u>104,406</u>	<u>117,011</u>	

Included in audit fees above are accountancy fees amounting to £750 (2017: £750).

8 Net movement in funds

2018
£

2017
£

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

3,700

3,720

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 £13,106 (2017: £14,844) 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 (2017: 12) 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 2018

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2018 Number	2017 Number
Service delivery	5	5
Administration	2	2
	<u>7</u>	<u>7</u>

Employment costs

	2018 £	2017 £
Wages and salaries	200,185	237,551
Social security costs	18,273	21,293
Other pension costs	11,048	16,217
	<u>229,506</u>	<u>275,061</u>

Key management personnel

The key management personnel as detailed in the trustees report received benefits (including gross salary, employers national insurance and employers pension contributions) totalling £139,816 (2017 - £148,799).

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 £712 (2017: £712) for its participation in voluntary sector partnership activities with WG represented by Rhian Davies. There were no amounts outstanding at the year end.

12 Financial instruments

	2018 £	2017 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	<u>413,405</u>	<u>448,269</u>
Carrying amount of financial liabilities		
Measured at amortised cost	<u>24,787</u>	<u>41,320</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

13 Debtors

	2018	2017
	£	£
Amounts falling due within one year:		
Other debtors	59,032	51,552
Prepayments and accrued income	1,419	13,617
	<u>60,451</u>	<u>65,169</u>

14 Creditors: amounts falling due within one year

	2018	2017
	£	£
Other taxation and social security	4,406	5,890
Accruals and deferred income	24,787	41,320
	<u>29,193</u>	<u>47,210</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

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 2017	Movement in funds		Balance at 31 March 2018
	£	Incoming resources £	Resources expended £	£
Big Lottery Wales Innovation Grant: CDCC	29,886	98,744	(94,123)	34,507
Fawcett Society	-	13,500	(11,953)	1,547
Big Lottery UK: DRILL	(2,266)	63,601	(45,488)	15,847
DWP Access to Work	-	26,595	(26,595)	-
In Control - Holding Account	3,217	-	-	3,217
	<u>30,837</u>	<u>202,440</u>	<u>(178,159)</u>	<u>55,118</u>

Big Lottery Wales Innovation Grant: 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.

Fawcett Society- Embolden: Spirit of Disabled Women is a vision to change negative perceptions of disabled people.

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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

16 Restricted funds - previous year

	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>

17 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 2017 £	Movement in funds			Balance at 31 March 2018 £
		Incoming resources £	Resources expended £	Transfers £	
Bursary scheme	2,246	-	(1,107)	-	1,139
Campaigns	9,650	-	-	-	9,650
Legacies	156,949	-	-	-	156,949
Redundancy	53,738	-	-	4,761	58,499
	<u>222,583</u>	<u>-</u>	<u>(1,107)</u>	<u>4,761</u>	<u>226,237</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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

18 Designated funds - previous year

	Balance at 1 April 2016 £	Movement in funds Incoming resources £	Resources expended £	Balance at 31 March 2017 £
Bursary scheme	3,246	-	(1,000)	2,246
Campaigns	9,650	-	-	9,650
Legacies	156,949	-	-	156,949
Redundancy	59,304	-	(5,566)	58,499
	<u>229,149</u>	<u>-</u>	<u>(6,566)</u>	<u>222,583</u>

19 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 March 2018 are represented by:			
Current assets/(liabilities)	<u>330,513</u>	<u>55,118</u>	<u>385,631</u>
	<u>330,513</u>	<u>55,118</u>	<u>385,631</u>

20 Analysis of net assets between funds - previous year

	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>

21 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:

	2018 £	2017 £
Within one year	20,400	43,200
Between two and five years	<u>56,100</u>	<u>118,800</u>
	<u>76,500</u>	<u>162,000</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2018

22 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.

23 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 £11,048 (2017: £16,217). Contributions due at the year end are £nil (2017: £nil).