

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 2019



DISABILITY WALES/ANABLEDD CYMRU

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DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

Chair's Annual Review

Disability Wales exists to champion the rights, equality and independence of all disabled people in Wales. As a membership organisation run by disabled people, we provide a strong voice and leadership to influence policy on the issues that matter to our members. Our member Disabled People's Organisations (DPOs).

This year has been tough, yet again, but I'm pleased to report that things have been much more positive. We have worked proactively to change direction, and be far more strategic in our outlook. This is not an easy path for a third sector organisation whose primary focus is supporting its members, be they individuals or Disabled People's Organisations, and influencing policy in areas that most affect our members: neither of which have traditionally sat comfortably within a business model of working.

Income generation is a high priority, and all third-sector organisations in our field are competing to secure monies from the same, ever-shrinking, pot. We need to become far more creative in exploring opportunities outside of the standard funding provision. Collaborative and co-productive working are now the anticipated norm. Our unique selling-point, and proudly value-driven approach to working with, and supporting our members, makes it difficult for us as a Board and organisation, to conform to our aims and objectives, whilst sourcing partners who will work to maintain those values and objectives, which could be quite different from their own. We have, however, had some very successful collaborations throughout the year, and although we were forecasting a deficit at the end of the financial year, having previously lost a significant chunk of our funding, the shortfall came in far less than we had projected. Huge thanks need to go to the whole Board and staff team, in turning around such a previously negative situation, into one where we are slowly rebuilding both the organisation, and our presence in the community, all on a staff team of five.

Media and social-media exposure has greatly helped our cause, and both print and broadcast media are coming to see Disability Wales as the reliable 'go-to' organisation in exposing and publicising matters of great concern to disabled people throughout Wales, and farther afield. Particular thanks need to go to Miranda Evans and her public policy team for taking the lead on this, as well as individual Board members who give up their time to take part in interviews, programmes and other media activities. Delwyn Evans, one of our vice chairs, deserves particular mention, for almost single-handedly supporting our Welsh language output, on both television and radio.

One of the ways of supporting our membership, and spreading our message of equality and opportunity for all, has been to concentrate our efforts in fewer, but bigger, regional events. We also try to combine different elements of our work into these functions, so, for example, the information and evidence gathered from round table discussions, or group-work, might contribute to Welsh government consultations on related subjects.

We continue to lobby for the United Nations Convention on the Rights of Disabled People, to be recognised and incorporated into policy areas across local and national government in Wales, especially as it relates to independent living. This remains an issue throughout many of our events.

Welfare reform, personal independence payments, loss of Motability vehicles, universal credit, are just a few of many other issues that continue to impinge significantly on the rights, independence, choice and control of disabled people, so these are the focus of our work outside our core activities.

Much of our project-based work has now come to an end, with CDCC successfully concluding at the end of December 2018. The Moncare direct payments co-operative continues to build, with support currently provided by the Wales Co-operative centre, our original partner on the project. DRILL, our research project goes from strength to strength, and is very well supported and respected.

As a new departure, we have had a number of successful university student placements throughout the year, to the extent that some students have willingly given up their time to support the organisation outside of their placement commitment. Many thanks to those individuals who have helped promote the work of Disability Wales, we hope they found their time with us fulfilling.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

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Last year, I commented that life is still not easy for Disability Wales, this remains true, with our core funding reduced further again in real terms, but there is a very different attitude and atmosphere, and people are far more positive about the organisation, and commitment to our purpose.

The Board of Directors has remained busy throughout the year, with strategic changes being implemented across the organisation in our effort to reduce costs, become more sustainable and environmentally aware. Our focus remains in securing long-term funding, and growing the organisation, as well as increasing our reach to disabled people, including those in areas of protected characteristics in line with the Equality Act 2010.

During the year, we had just one change in the Board of Directors - Marilyn Jarrett stood down at the end of the last AGM, we thank her for her commitment to Disability Wales over her three-year term of office.

Once again, I must thank all the Directors for the sterling support they have shown both me and Disability Wales as a whole. I also wish to thank the staff for delivering the day-to-day work of the organisation, projects, training and events. Particular thanks must go to our Finance and Resources Manager, Paula Reed, for her unstinting support to the Board. Finally, to our Chief Executive, Rhian Davies, whose knowledge and experience helps hold Disability Wales in such high esteem.

Let's all work together to further enhance the standing and presence of Disability Wales as we move forward into a new year.

Wendy Ashton
Chair

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

Chief Executive's Report

To say we live in turbulent times is an understatement, the issue of Brexit in particular has divided the nation like no other. Keeping up with the political twists and turns is all but impossible. While highlighting the implications for disabled people post Brexit, DW has kept focussed on its aims of securing disabled people's wider equality and human rights whatever our future relations with the EU.

The UN Convention on the Rights of Disabled People (UNCRPD) enjoys higher status in the EU than the UK, so a key objective is to achieve incorporation of the treaty in UK and Welsh law. Doing so would provide a stronger and more comprehensive rights based approach to law and policy in relation to disabled people. With this aim, we held meetings with the then UK Minister for Disabled People Sarah Newton MP, the Shadow Minister for Disabled People Marsha de Cordova MP, the Shadow Secretary of State for Wales Christina Rees MP and the Deputy Minister and Chief Whip Jane Hutt AM.

The review of Welsh Government's Framework for Action on Independent Living (2013) provided another opportunity to press for UNCRPD incorporation as well as wider action on tackling disabling barriers. It was my privilege to chair the Independent Living Steering Group which included stakeholders from across the disability and public sector. DW arranged consultation events for members throughout Wales to contribute their views and co-ordinated a written response to the draft Framework for Action on Disability: the Right to Independent Living.

In the published framework, Welsh Government acknowledged calls by Disability Wales and other stakeholders to embed the UNCRPD into Welsh law, when announcing plans to strengthen and advance equality and human rights in Wales in the context of Brexit, to include enactment in Wales of the socio-economic duty in the Equality Act 2010.

The UN Special Rapporteur on Extreme Poverty and Human Rights, Professor Philip Alston, undertook a two week visit to Britain to assess and report on the impact of UK Government austerity measures. Joined by DW members Simon Green and Adele Rose Morgan in Cardiff, we presented powerful testimony to Professor Alston regarding how severely cuts in benefits and services had affected disabled people and families in Wales. We highlighted the cruelty within the system including: retrospective application of the bedroom tax; sanctions against people with learning difficulties for incorrect paperwork; assessments where people found fit for work have died within days or taken their own lives; and the lengthy waiting periods for Universal Credit causing hardship and destitution.

In his damning report, Professor Alston concurred that disabled people are among the hardest hit by austerity. Despite the UK having the fifth largest economy in the world, one fifth of the population live in poverty. He concluded that 'poverty is a political choice....austerity could easily have spared the poor, if the political will had existed to do so'.

In the Framework for Action on Disability, Welsh Government acknowledges the Special Rapporteur's findings, referring to the persistence of poverty and exclusion faced by very many disabled people in Wales and how 'within the limits of our powers, the Welsh Government is determined to make progress and demonstrate leadership in tackling such systemic issues'.

DW's influencing work also included submission of 14 written responses to consultations initiated by Welsh Government, the National Assembly for Wales, Parliamentary Committees and other public bodies. To inform our responses we devised and circulated 6 surveys to members and social media followers which received a total of 300 responses. The topics included Anti-Bullying, Blue Badges, the Equality Act (2010), Loneliness and Isolation and transport issues. We greatly appreciate former Policy and Research Officer Ruth Nortey for leading much of this work and wish her well with her PhD studies.

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As well as influencing policy, DW delivers ground-breaking projects which seek to change the way that services are delivered and experienced by disabled people. A good example is Citizen Directed Co-operatives Cymru (CDCC), funded by a Big Lottery Wales Innovation Grant and delivered in partnership with Wales Co-operative Centre, CDCC aimed to tackle barriers to take-up of direct payments in Wales through developing innovative methods of support including citizen directed co-operatives.

Established in 2014, it completed this year with several high profile events. The project supported the set-up of Moncare Co-operative, whose members consist of disabled people and parent-Carers in receipt of Direct Payments. Operating as a peer support group to assist with problem solving and Personal Assistant recruitment, it achieved its first anniversary as an incorporated co-operative in December 2018. It is believed to be the first citizen run direct payment co-operative in the UK.

To bridge the gap between direct payments policy and practice, CDCC delivered a live-streamed national conference on innovation in direct payments which attracted over 150 participants including many members. Double this number have since viewed the conference video on You Tube. The final project event launched the interactive toolkit: *Direct Payments and a Disabled People's Model Co-operative*. Aimed at potential Direct Payments recipients, it takes people through the assessment process and various options for using Direct Payments and models of support.

With the project ending, we bade farewell to Moncare Co-ordinator Viv Leech, whose enthusiasm and energy contributed so much to the development of the co-op and establishing its presence within Monmouthshire. Huge thanks are also owed to our Policy and Programmes Manager Miranda Evans who so ably took over the project management role during CDCC's final year.

Our four nation Big Lottery UK funded programme DRILL (Disability Research on Independent Living and Learning) is also proving innovative in its approach to co-productive research. Five of the 32 research projects funded by DRILL across the UK are led by Welsh organisations. We are indebted to the National Advisory Group in Wales, supported by Programme Officer Dr Jody Mellor, for their tireless work and diligence in assessing project grant applications from Welsh organisations.

Two projects completed during the year: Young People and Friendship – What Matters to us?, co-produced by CARP Collaborations and Building Bridges Monmouthshire; and Developing a toolkit that self-advocates can use to check if projects delivered what they promised, co-produced by All Wales People First and Barod CIC.

Some projects directly researched barriers to employment and self-employment or gained valuable learning from the employment of disabled people as peer researchers. Drawing on this research, we held a roundtable meeting involving DRILL project representatives and peer researchers and the then Deputy Minister for Welsh Language and Life Long Learning Eluned Morgan AM. Her portfolio encompassed development of Welsh Government's Employability Plan including tackling the disability employment gap. The roundtable demonstrated the potential of co-produced research to impact on policy makers.

DRILL has enabled us to build relationships with various universities in Wales. This has been further developed by hosting placements for undergraduate and postgraduate students to develop work experience. The Go Wales programme arranges placements for students likely to face barriers in accessing the workplace for a variety of reasons. Felix and Josie, post graduates from Cardiff University were placed with us and made valuable contributions to our work. Felix became a regular volunteer and was actively involved in our social media campaign celebrating International Day of Disabled People, which generated over 25K impressions.

We continued to increase our presence on social media adding 1,000 new followers on Twitter and just under 800 on Facebook. Our thanks go to Natasha Hirst who worked freelance on our social media for her lively posts and sourcing a wide range of stories featuring disabled people and disability issues.

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DW's financial challenges continued as our grant from Welsh Government was reduced further in line with the tapered funding arrangement. Our reserves have maintained us while we implement our income generation plans, however the competitive funding environment has hampered progress. Thanks are due to Finance and Resources Manager Paula Reed for her sterling work in keeping us on track.

The commitment and dedication of our small staff team (Miranda, Paula, Jody and Ruth) has proved essential in enabling us to deliver a complex work programme in challenging circumstances. Moreover our volunteer Board of Directors has remained steadfast in guiding DW through such turbulent times.

Rhian Davies
Chief Executive

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

Treasurer's Report

This has been the third year of our tapered 'rescue funding' from the Welsh Government, following our devastating loss of core funding two years ago, with funding criteria now concentrating purely on project work, predominantly with co-production and service provision, none of which had been our core objectives.

I said at last year's AGM, that it had put our entire survival in question, and with it, the threat to our expertise. Co-production could potentially have risked our impartiality, so we have had to choose our working partners wisely, but survive we have, and if anything, we have become stronger, because we have had to take a whole new look at the organisation, our structure, and ultimately, our priorities.

As was the case last year, the staff team is down to three core members, with two project-based staff. We also hosted the Moncare Co-ordinator, during her tenure as part of the CDCC project. DW also had the support of some university Interns and Volunteers.

I also spoke last year about our decision to reduce costs by relocating to new, smaller, offices. This has been a terrific success; the office is much lighter and brighter, the staff are all together in an open-plan work space, but there are still meeting rooms, a dedicated kitchen and accessible facilities.

Fundraising and income-generation remained paramount during the financial year, as there had been, and still is, considerable disparity between our income and expenditure.

Projects:

The CDCC Project was due to have finished on 30th September, 2018, but Big Lottery allowed an extension to 31 December, with criteria that included production of a toolkit. The end of project event was well attended and hugely successful.

DRILL is ongoing until 2020, and all is progressing well from a Welsh perspective. Obviously, we are not lead partners on this Four Nations Project, but, like for like, we have a favourable number of research projects being undertaken in Wales, the data and results from which will ultimately support our core goals.

Others: We had a number of smaller, short-term projects and commissions which boosted our income, although ultimately, we aim to focus on bigger, more sustainable, and less admin intensive, projects.

Profile

Although the range of projects and commissions have helped raise our visibility across the voluntary and statutory sectors, by far the biggest support in highlighting our work, and raising the profile of Disability Wales, has been the amount of media coverage we have attracted over the last 12 months. Broadcasters appear to be realising that we should be the 'go to' organisation in disability matters, and we have had extensive coverage across all platforms in both English and Welsh mediums. Huge thanks at this stage must go to Miranda Evans, our Projects and Programmes Manager, for leading this exposure, often at very short notice; and from the Board of Directors, one of our vice-chairs, Delwyn Evans, for blazing the trail for our Welsh-language coverage, although it must be emphasised that all staff are involved in their respective fields, with other Board members contributing as and when appropriate to their particular areas of interest or expertise.

Strategic Review

Towards the end of February, we held a Strategic Review day, involving Board, staff and volunteers. This is usually done in line with the three-year funding cycle, but funding will not be available to apply for during 2019-2020, as there has been a one year roll-over. We needed to go ahead with our Review, nevertheless, as our circumstances have changed so drastically. On a positive note, it provided an opportunity to think entirely 'out of the box', and disregard our previous formats for these days. It turned out to provide a lot of food for thought, even if it did raise more questions than answers in the short term.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

Reserves

I explained last year, the need for Disability Wales to hold reserves, and have a Reserves policy to:

- *Meet our contractual liabilities should the organisation have to close.*
- *Meet unexpected costs.*
- *Replace equipment as it wears out.*
- *Provide working capital when funding is paid in arrears which would place DW in a position where it could bid for funding.*
- *Fund specific projects and activities agreed by the Board and not met by other sources of income.*

Also, from time to time funding has certain restrictions, which means that by law it must be held in a restricted reserves account until it is spent in line with the funding agreement.

Projected shortfall

This time last year, I spoke of a projected shortfall in funding for 2018/19 of around £62,000 that the Board of Directors had agreed to underwrite from our Reserves. Fortunately, changes in staffing, the reduction in costs associated with the office move, and prudent accounting practices, brought us in with a significantly reduced deficit of £25,987. You will notice that the accounts show an additional £26,506 deficit on the restricted funds account, this was because the CDCC grant was paid up front in the previous financial year.

Due to pressure on staff and existing resources, and not wanting to stretch our staff team any further, it has been recommended to the Board that we once again prepare to underwrite the projected shortfall during 2019/20, to a maximum of £78,580.

The Board recognises that we cannot sustain this policy in the long term, but whilst our funding is cut again in real terms, and there is a roll-over in Welsh Government funding so that new funding streams are not opening in 2019/20, this is the best option for Disability Wales at this time. It also gives us the greatest opportunity to build on the outcomes of our Strategic Review day.

Auditor's findings

Despite our reducing finances, our auditors remain happy with the policies and procedures the Board and staff are putting in place to seek and secure alternative funding, and are amazed at the amount of work the team has managed to achieve when there are so few staff. The auditors also acknowledge that we are striving for financial sustainability, and are happy that we also recognise, as a responsible organisation, the need to put plans in place for a viable exit strategy, should the squeeze on funding become even tighter.

In Summary

We have come a long way in the last 12 months, but have a longer road ahead to achieve financial stability and sustainability, however, for the organisation, we are in a much stronger position, with a far more positive outlook.

Finally

As always, I would once again like to thank both our Board members and staff for their commitment and endeavours through challenging times. Particular thanks to Paula Reed, our Finance and Resources Manager, for her unstinting work in preparing the accounts and paperwork, this makes my role so much easier. I would also like to thank Baldwins, our Auditors, for their ongoing advice and support.

Mandi Glover
Treasurer

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

The trustees present their report and financial statements for the year ended 31 March 2019.

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

Vision

Disability Wales is the national association of disabled people's organisations in Wales striving to achieve the rights and equality 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.

Mission

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy.

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

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

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

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

Values

- The Social Model of Disability
- Equality, Diversity and Human Rights
- An Inclusive Society
- Self-determination
- Beacon of best practice
- Committed to achieving quality

1. Outcomes and Objectives

Outcome 1: Gain a greater understanding of the experiences and needs of disabled people to help inform national policy

Objectives

1. Engage and consult disabled people regularly on the matters that affect them, offering a mixture of local, regional and national events.
2. Provide an informed response to key Welsh Government consultations and other consultations as relevant, to ensure that the voice of disabled people is heard on the matters that affect them most

Regional Workshops

28 June at Aberystwyth – 15 participants including individuals, representatives of member groups and third sector organisations

11 July at Newport – 17 participants including individuals, representatives of member groups and third sector organisations

Topic presentations and discussions included: UNCRDP Concluding Observations – one year on; Independent Living Framework Review – update; implications of Brexit for disabled people; using the Equality Act, public sector equality duty, CRDP and Social Services and Wellbeing Wales Act to influence local services and challenge discrimination

Annual Conference: 12th October at Wrexham

55 participants

Theme: Equal Before the Law

Guest Speakers:

Lesley Griffiths AM, Cabinet Secretary for Energy, Planning and Rural Affairs

Dr Simon Hoffman, Swansea University

Ellen Clifford, Inclusion London

Doug Paulley, Disabled Activist & author

Member led session: Nathan Davies, Save WILG Campaign

Additional Engagement Events

Cross Party Group on Disability: 13 June at Ty Hywel, chaired by Mark Isherwood AM; 20 participants; guest speaker – Geraint Rees on EHRC Housing and Disabled People Inquiry Report – a Hidden Crisis

Conference - Direct Payments: Policy, Practice and Innovation: 20 July, Cefn Lea, Newtown; 150 delegates booked to attend conference which will be live streamed. Conference is being delivered as part of our Big Lottery Wales funded project Citizens Directed Co-operatives Cymru

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Citizens Directed Co-operatives Cymru (Big Lottery Wales Innovation Grant)

Final Project Event: 27th November, Future Inn Hotel, Cardiff

Speakers:

Derek Walker, Chief Executive, Wales Cooperative Centre

Board Members, Moncare Cooperative

Alun Hughes, twenty degrees consulting (project evaluator)

Draft Framework for Action on Disability: the Right to Independent Living - Consultation Events

7th December, Swansea

11th December Wrexham

Participant views and comments fed into DW's consultation response

DW delivered several Focus Groups on behalf of other organisations which were open to members:

- Focus Group: EHRC Wales Research into Political Participation
- Focus Group: Communities, Equality and Local Government Committee, Inquiry into Blue Badge Parking Scheme
- Focus Groups: Public Health Wales e module on Social Model of Disability

DW worked in partnership with Welsh Women's Aid to update its 2011 joint research into disabled women and domestic abuse. A questionnaire was circulated to specialist organisations providing services to survivors of abuse as well as to disabled survivors themselves. 22 organisations returned the survey together with 42 survivors. A report outlining findings and recommendations will be launched at the joint CPGs Disability and Violence against Women and Children on 1 May

DW collaborated with several partners to coproduce a research project on peer research. DW also worked alongside DRILL-funded projects in Wales (Barod / CARP Collaborations / Cardiff University) to maximise the research informing national policy.

Consultations

DW submitted/contributed to 14 written consultation responses, including:

- Welsh Government Loneliness and Isolation Strategy
- Welsh Government Action on Disability: the Right to Independent Living: response included views from two regional consultation events held in December 2018 and CPG Disability held in January 2019
- National Assembly for Wales: Inquiry Blue Badge Parking Scheme; response included views from participants attending focus group and 136 responses to DW's Online Survey
- WG Housing Adaptation Standards
- WG Anti-bullying guidance for schools. Contributed at consultation workshop on 6 February

During 2018/19 DW:

- Delivered 9 engagement events attended by 322 participants across Wales
- Submitted 14 written responses to WG, NAW, Parliamentary Committees and other public bodies
- Contributed to 6 other consultation responses through attendance at stakeholder events
- Circulated 6 DW generated surveys to members and social media followers to inform consultations and other initiatives which received a total of 300 responses

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

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Outcome 2: Promote and raise wider awareness of the rights of disabled people and the issues that affect them, and empower them to make informed choices.

Objectives

1. Work with national organisations and third sector organisations to provide advice and information on matters relating to disability equality and rights. This would include WLGA, WCVA, NHS and EHRC
2. Maintain and develop DW's new website to provide a source of information and a signposting service for members and stakeholders. This will include providing regular updates on current events and latest news affecting disabled people.
3. Promote wider awareness of rights and equality for disabled people, including awareness of the UN Convention on the Rights of Disabled People, at a local level. This could be, for example, through infographics, short films, a programme of engagement and/or training with local authorities, health boards, schools, or colleges.
4. Support/ encourage the development of local Disabled People's Organisations and Centres for Independent Living by providing advice, information and signposting services.

National Organisations/Networks

- Wales Co-operative Centre: meeting re Social Care Co-operatives Strategy
- WCVA Health, Social Care, Wellbeing and Sport Planning Group for Ministerial Meeting
- Equality and Inclusion Networking Meeting: co-lead on planning and delivering event on Intersectionality
- Human Rights Civil Society Stakeholder Group: participation in meeting
- Bevan Foundation: participation in seminar
- WCVA Civil Society & Brexit Forum: roundtable event on impact of Brexit on disabled people
- WCVA Third Sector Partnership Council
- Heads Up Network for Charity Leaders
- WCVA/TSSW Review: roundtable consultation for national organisations
- WCVA Gofod3: attendance at workshops
- Age Alliance Wales Chief Executive's Summit:

Public Bodies

- EHRC: Human Rights Tracker consultation event
- NHS CEHR/Public Health Wales: Panel Member at Lunch & Learn Session with PHW staff on Social Model
- Cardiff University: working in partnership on the successful application to ESRC and recruitment of the PhD studentship (2019-2023) on tackling the disability employment gap to be jointly supervised by DW and Cardiff Business School.
- HOLI / Wales School for Social Care Research / DRILL Wales NAG: working collaboratively with partners to coproduce a research project exploring experiences of coproduced research in disability studies.
- Capita PIP: Welsh stakeholder group meeting
- SW Police and Crime Commissioner: Public Accountability and Legitimacy Group
- Health and Care Research Wales: Public Involvement delivery
- Public Health Wales: ACE Campaign
- EHRC – Advancing Equality and Human Rights In Wales Seminar: presentation on incorporation of UNCRDP in Welsh law and policy

UNCRDP

- Meeting with UK Minister for Disabled People Sarah Newton MP: to discuss Concluding Observation
- Meeting with Shadow Welsh Secretary Christina Rees MP: to discuss Concluding Observations

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

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New Website

- Review and uploading of new content to Social Model page

Charity Log

- Preparation for setting up Charity Log – review of membership data fields

Mainstream Media

- BBC Radio Wales Sunday Supplement: Newspaper Review
- BBC Wales X Ray: Access to clubs and pubs
- BBC Wales Sunday Politics Show: Blue Badges and people with hidden impairments
- ITV Wales News Week: employment of disabled people

During 2018/19 DW:

- Engaged 1,000 new followers on twitter, increasing our total to 12.2K
- Engaged 799 new followers on Facebook, increasing our total to 3,248
- Generated 12.K impressions during our joint twitter hour with EASS on the Equality Act (2010) and PSED
- Generated 25.5k impressions during our IDDP social media campaign on 3rd December
- Participated in 10 media stories on disability issues on BBC Wales and ITV Wales

Outcome 3: Represent disabled people on key relevant Welsh Government stakeholder groups, (this would include collating and disseminating research evidence)

Objectives

1. Represent our members on key relevant Welsh Government stakeholder groups, providing expert advice on disability equality, rights and independent living to inform and influence policy and programme development.
2. Consider proposed changes to legislation by the National Assembly for Wales and their impact on disabled people and disability rights and provide expert advice as relevant.

WG Stakeholder Forums

- WG Loneliness and Isolation Strategy
- WG Safeguarding and Advancing Equality and Human Rights in Wales Seminar
- WG National Independent Living Steering Group: chairperson of meeting
- WG Informal consultation on SEP Objectives and Equality and Inclusion Grant Scheme
- WG Disability Equality Forum

Meetings with WG

- Deputy Minister and Chief Whip: Jane Hutt AM
- WG Transport Strategy: meeting with Deputy Director Transport Strategy and Policy Dewi Rowlands and team

Assembly Communities, Equality and Local Government Committee

- Blue Badge Inquiry: participated in evidence session

Cross Party Group on Disability

- Presentation on Action on Disability: the Right to Independent Living

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FOR THE YEAR ENDED 31 MARCH 2019

Outcome 4: Help to deliver a more diverse pool of decision makers in public life and public appointments by identifying and addressing barriers to engagement and participation for disabled people.

1. Tackle the structural barriers that prevent disabled people from engaging and participating in public life and applying for public appointments

- Disseminated information on Public Appointment Opportunities
- Participated in Diversity in Democracy Evaluation Steering Group; contributed comments and additional information to draft report
- Discussed Public Appointments and raised need for Access to Elected Office Fund with Deputy Minister

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 mean 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 2018/19 the total reserves allocated are £218,466. 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.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

The charity recorded an overall deficit for the year of £52,493 split between an unrestricted deficit of £25,987 and a restricted deficit of £26,506. The reserves totalled £333,138 which consists of unrestricted reserves of £304,526 and restricted reserves of £28,612. The free reserves of the charity totalled £304,526 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)

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:

A Selection of Potential Risks

Governance

Board of Directors lack relevant skills or commitment	• charity becomes moribund or fails to achieve its purpose • decisions are made bypassing the Board of Directors • resentment or apathy amongst staff • poor decision making reflected in poor value for money on service delivery	• review and agree skills required • draw up competence framework and job descriptions • implement trustee training and induction • review and agree recruitment processes
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Operational

Service provision - customer satisfaction	• beneficiary complaints • loss of fee income • loss of significant contracts or claims under contract • negligence claims • reputational risks	• agree quality control procedures • implement complaints procedures • benchmark services and implement complaints review procedures
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Financial

Cash flow sensitivities	• inability to meet commitments • lack of liquidity to cover variance in costs • impact on operational activities	• ensure adequate cash flow projections (prudence of assumptions) • identify major sensitivities • ensure adequate information flow from managers • monitor arrangements and reporting
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DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

Plans for future periods

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

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

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

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

Structure, governance and management

The organisation is a charitable company limited by guarantee and as such is governed by a Memorandum and Articles of Association. The company was incorporated on 11 March 1986 and registered as a charity on 20 March 1986. Each member of the management committee has agreed to guarantee the company's debts for the amount of £1 each.

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

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

Trustees are appointed annually at the Annual General Meeting where the board of directors can appoint a trustee. Casual vacancies are filled by the management committee and ratified at the next Annual General Meeting. New trustees are given information packs about the organisation and their responsibilities.

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

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

Main Responsibilities of a Director:

Developing DW's Policy and Work

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

Managing People and Money

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

Legal Responsibilities

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

Promoting Disability Wales

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

Key management personnel remuneration

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

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

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

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2019

Reference and administrative details

Company number
1998621

Charity number
517391

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

Auditors
Baldwins Audit Services
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
Kelvin Jones
Trevor Palmer
Simon Green
Delwyn Evans
Caroline Holloway
Marilyn Jarrett - Resigned 12/10/18
Ben Morris

Secretary
Rhian Davies

Key management personnel
Rhian Davies - Chief Executive
Paula Reed - Finance and Office Manager
Miranda Evans - Policy and Public Affairs Manager

In accordance with the company's articles, a resolution proposing that Baldwins Audit Services 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 2019

The trustees' report was approved by the Board of Trustees.

W. O. Ashton

Wendy Aston - Chairperson

Trustee

Dated: 20.11.19.

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2019

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 2019 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 2019 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 financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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 trustees 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 charitable 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 auditor 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.

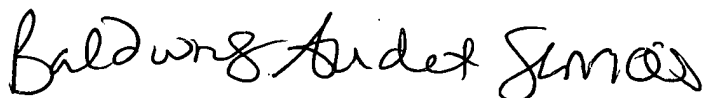
DISABILITY WALES/ANABLEDD CYMRU

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

Use of our 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.



Baldwins Audit Services

2011/19

**Chartered Accountants
Statutory Auditor**

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

Baldwins Audit Services 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 2019

	Notes	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £	Unrestricted funds 2018 £	Restricted funds 2018 £	Total 2018 £
Income from:							
Donations and legacies	3	154,267	-	154,267	203,902	-	203,902
Charitable activities	4	55,970	145,288	201,258	58,836	202,440	261,276
Investments	5	145	-	145	560	-	560
Total income		210,382	145,288	355,670	263,298	202,440	465,738
Expenditure on:							
Charitable activities	6	236,369	171,794	408,163	316,624	178,159	494,783
Net expenditure for the year/ Net movement in funds		(25,987)	(26,506)	(52,493)	(53,326)	24,281	(29,045)
Fund balances at 1 April 2018		330,513	55,118	385,631	383,839	30,837	414,676
Fund balances at 31 March 2019		304,526	28,612	333,138	330,513	55,118	385,631

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 2019

	Notes	2019 £	£	2018 £	£
Current assets					
Debtors	11	15,419		60,451	
Cash at bank and in hand		331,148		354,373	
		<u>346,567</u>		<u>414,824</u>	
Creditors: amounts falling due within one year	12	(13,429)		(29,193)	
Net current assets			<u>333,138</u>		<u>385,631</u>
Income funds					
Restricted funds	13		28,612		55,118
<u>Unrestricted funds</u>					
Designated funds	14	225,881		226,237	
General unrestricted funds		<u>78,645</u>		<u>104,276</u>	
			<u>304,526</u>		<u>330,513</u>
			<u>333,138</u>		<u>385,631</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 2019, although an audit has been carried out under section 145 of the Charities Act 2011.

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.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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 20-11-19

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 2019

1 Accounting policies

Charity information

Disability Wales/Anabledd Cymru is a private company limited by guarantee incorporated in England and Wales. 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 have been prepared with early application of the FRS 102 Triennial Review 2017 amendments in full.

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

The charity is heavily reliant on funding from Welsh Government, should this source of income cease it would have significant implications for the scale and operations of the charity. The trustees have prepared the financial statements on the going concern basis on the basis that grants from Welsh Government will continue to be forthcoming in the future. The charity's core grant from Welsh Government is secured until March 2020.

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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

1 Accounting policies (Continued)

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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.

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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

1 Accounting policies (Continued)

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.

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 the income and expenditure account on a straight line basis over the term of the relevant lease.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

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

	Unrestricted funds	Unrestricted funds
	2019 £	2018 £
Donations and gifts	20	110
Legacies receivable	495	-
Grants receivable	150,712	200,712
Subscriptions	3,035	3,080
Other	5	-
	<u>154,267</u>	<u>203,902</u>
Grants receivable for core activities		
Welsh Government core grant	150,000	200,000
WCVA grant	712	712
	<u>150,712</u>	<u>200,712</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

4 Charitable activities

	2019 £	2018 £
Development and training	58,210	58,836
Grants	143,048	202,440
	<u>201,258</u>	<u>261,276</u>
Analysis by fund		
Unrestricted funds	55,970	58,836
Restricted funds	145,288	202,440
	<u>201,258</u>	<u>261,276</u>
Grants		
Big Lottery Wales Innovation Grant: CDCC	72,618	98,744
Big Lottery UK: DRILL	40,703	63,601
Department for Work and Pensions - Access for Work	-	26,595
Fawcett Society	1,500	13,500
Big Lottery UK: DRILL Research Project	23,334	-
Welsh Government - Framework for Action	4,893	-
	<u>143,048</u>	<u>202,440</u>

5 Investments

	Unrestricted funds	Unrestricted funds
	2019 £	2018 £
Interest receivable	<u>145</u>	<u>560</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

6 Charitable activities

	Information/publications	Development & training	Policy & consultation	Total	Information/publications	Development & training	Policy & consultation	Total
	2019	2019	2019	2019	2018	2018	2018	2018
	£	£	£	£	£	£	£	£
Staff costs	49,759	82,079	80,035	211,873	59,772	92,292	77,442	229,506
Advertising	960	960	960	2,880	32	31	31	94
Communication and transcriptions	850	850	850	2,550	1,985	1,985	1,985	5,955
Office	251	251	251	753	697	697	697	2,091
Printing, postage and stationery	1,449	1,449	1,449	4,347	1,335	1,335	1,335	4,005
Project expenses	-	75,030	34,169	109,199	8,865	70,468	48,636	127,969
Subscriptions	1,749	1,749	1,749	5,247	2,229	2,229	2,229	6,687
Sundry	559	559	559	1,677	656	656	656	1,968
Telephone	1,756	1,756	1,755	5,267	2,205	2,205	2,205	6,615
Travel and subsistence	1,693	1,693	1,694	5,080	1,829	1,829	1,829	5,487
	59,026	166,376	123,471	348,873	79,605	173,727	137,045	390,377
Share of support costs (see note	12,104	12,103	12,103	36,310	24,056	24,056	24,056	72,168
Share of governance costs (see	7,660	7,660	7,660	22,980	10,746	10,746	10,746	32,238
	78,790	186,139	143,234	408,163	114,407	208,529	171,847	494,783
Analysis by fund								
Unrestricted funds	78,790	78,789	78,790	236,369	105,542	105,541	105,541	316,624
Restricted funds	-	107,350	64,444	171,794	8,865	102,988	66,306	178,159
	78,790	186,139	143,234	408,163	114,407	208,529	171,847	494,783

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

7 Support costs

	Support costs	Governance costs	2019		Governance costs	2018
	£	£	£	£	£	£
Bank charges	831	-	831	1,277	-	1,277
Cleaning	2,707	-	2,707	3,760	-	3,760
Computer	4,226	-	4,226	7,644	-	7,644
Light and heat	2,103	-	2,103	3,144	-	3,144
Premises	23,110	-	23,110	54,230	-	54,230
Repairs and renewals	3,333	-	3,333	2,113	-	2,113
Audit fees	-	3,700	3,700	-	3,700	3,700
Legal and professional	-	-	-	-	3,178	3,178
Cost of trustees' meetings	-	16,888	16,888	-	17,653	17,653
Professional fees	-	2,392	2,392	-	7,707	7,707
	<u>36,310</u>	<u>22,980</u>	<u>59,290</u>	<u>72,168</u>	<u>32,238</u>	<u>104,406</u>
Analysed between Charitable activities	<u>36,310</u>	<u>22,980</u>	<u>59,290</u>	<u>72,168</u>	<u>32,238</u>	<u>104,406</u>

Included in audit fees above are accountancy fees amounting to £750 (2018: £750).

8 Net movement in funds

	2019 £	2018 £
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>3,700</u>	<u>3,700</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 £8,621 (2018: £13,106) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 7 trustees (2018: 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 2019

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2019 Number	2018 Number
Service delivery	4	5
Administration	2	2
	<u>6</u>	<u>7</u>

Employment costs

	2019 £	2018 £
Wages and salaries	185,712	200,185
Social security costs	14,012	18,273
Other pension costs	12,149	11,048
	<u>211,873</u>	<u>229,506</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 £137,595 (2018 - £139,816).

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

11 Debtors

	2019 £	2018 £
Amounts falling due within one year:		
Other debtors	10,213	59,032
Prepayments and accrued income	5,206	1,419
	<u>15,419</u>	<u>60,451</u>

12 Creditors: amounts falling due within one year

	2019 £	2018 £
Other taxation and social security	6,435	4,406
Accruals and deferred income	6,994	24,787
	<u>13,429</u>	<u>29,193</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

13 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:

	Movement in funds			Movement in funds			
	Balance at 1 April 2017	Incoming resources	Resources expended	Balance at 1 April 2018	Incoming resources	Resources expended	Balance at 31 March 2019
	£	£	£	£	£	£	£
Big Lottery Wales Innovation Grant: CDCC	29,886	98,744	(94,123)	34,507	72,618	(105,628)	1,497
Fawcett Society	-	13,500	(11,953)	1,547	1,500	(166)	2,881
Big Lottery UK: DRILL	(2,266)	63,601	(45,488)	15,847	40,703	(44,352)	12,198
DWP Access to Work	-	26,595	(26,595)	-	-	-	-
In Control - Holding Account	3,217	-	-	3,217	-	-	3,217
Big Lottery UK: DRILL Research Project	-	-	-	-	23,334	(15,199)	8,135
Welsh Government – Draft Framework for Action on Disability	-	-	-	-	4,893	(4,893)	-
NHS	-	-	-	-	1,277	(593)	684
EHRC	-	-	-	-	963	(963)	-
	<u>30,837</u>	<u>202,440</u>	<u>(178,159)</u>	<u>55,118</u>	<u>145,288</u>	<u>(171,794)</u>	<u>28,612</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

13 Restricted funds (Continued)

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.

Big Lottery UK: DRILL Research Project - Working with Peer Researchers: Developing Future Strategies.

Welsh Government- Draft Framework for Action on Disability - The Right to Independent Living.

NHS - Income received for CEHR E-Learning.

EHRC - Income received for political participation research.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

14 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 £	Resources expended £	Transfers £	Balance at 1 April 2018 £	Resources expended £	Balance at 31 March 2019 £
Bursary scheme	2,246	(1,107)	-	1,139	(356)	783
Campaigns	9,650	-	-	9,650	-	9,650
Legacies	156,949	-	-	156,949	-	156,949
Redundancy	53,738	-	4,761	58,499	-	58,499
	<u>222,583</u>	<u>(1,107)</u>	<u>4,761</u>	<u>226,237</u>	<u>(356)</u>	<u>225,881</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.

15 Analysis of net assets between funds

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £	Unrestricted funds 2018 £	Restricted funds 2018 £	Total 2018 £
Fund balances at 31 March 2019 are represented by:						
Current assets/(liabilities)	304,526	28,612	333,138	330,513	55,118	385,631
	<u>304,526</u>	<u>28,612</u>	<u>333,138</u>	<u>330,513</u>	<u>55,118</u>	<u>385,631</u>

16 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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

17 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 (2018: £712) for its participation in voluntary sector partnership activities with WG represented by Rhian Davies. Disability Wales paid WCVA £60 (2018: £nil) for membership. There were no amounts outstanding at the year end.

18 Pension Costs

The pension scheme is run by Leabold Financial Management. The total cost to the charity for employers' contributions to the scheme during the year was £12,149 (2018: £11,048). Contributions due at the year end are £nil (2018: £nil).

19 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:

	2019 £	2018 £
Within one year	20,400	20,400
Between two and five years	35,700	56,100
	<u>56,100</u>	<u>76,500</u>