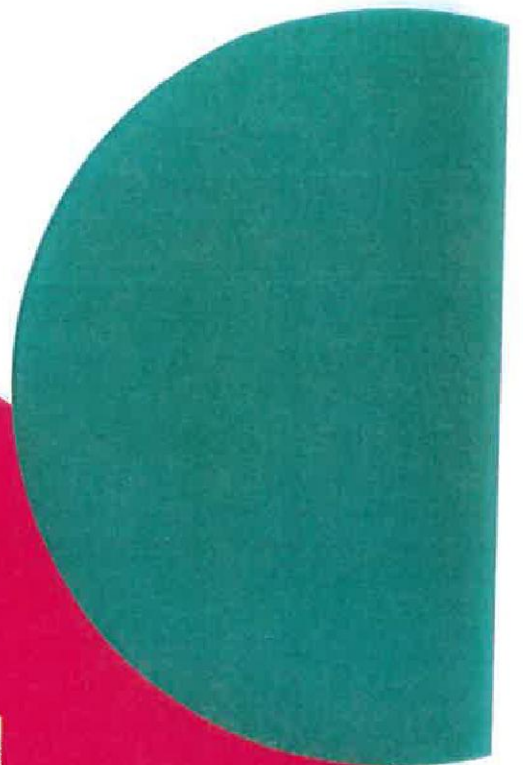
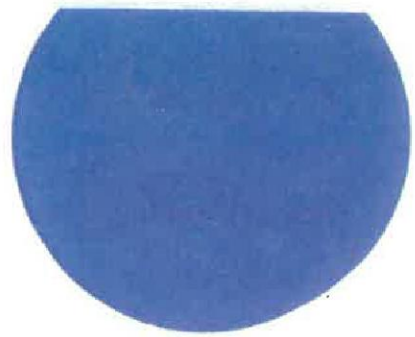




Disability Wales
Anabledd Cymru



Annual Report and Financial Statements

For the Year Ended
31 March 2021

Charity Number: 517391
Company Number: 1998621

DISABILITY WALES/ANABLEDD CYMRU

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DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

Chairperson's Report

Disability Wales exists to champion the rights and equality 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.

This year has been different in the extreme. How people have come together to move the organisation forward has amazed me! Right from the start of the new year in April 2020 things were so different. Just four staff, all working from home, and the Board being introduced to the vagaries of Zoom. For some, this wasn't new, but for most of us, whether technically savvy or not, this was a new experience, to which we became familiar very quickly. It was the top of our vocabulary! Zoom Board meetings, finance meetings, training, AGM... the list goes on. Although Zoom has led us successfully through the year, we, on the Board, miss the chance, if just occasionally, for a face to face meeting, where you can better gauge people's true thoughts and feelings.

Income generation opportunities have been limited during lockdown, although some grant monies have been available to us. We remain on roll-over funding, this is a cut in real terms when inflation is taken into account. 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 achieve our aims and objectives, whilst sourcing partners who will work to maintain those values and objectives, which could be quite different from their own. So co-operative and collaborative working takes a significant amount of research. It is difficult when we are a standalone umbrella organisation, and also not a service provider.

Media and social-media exposure appear to have increased, with major outlets seeing Disability Wales as the reliable 'go-to' organisation in exposing and publicising matters of great concern to disabled people throughout Wales, especially with the disproportionately negative effects the pandemic has had on disabled people across both Wales and the U.K. Thanks to the whole staff team, but specifically Miranda Evans, for leading this work in raising the profile of issues affecting not just our members, but all disabled people.

We have continued to support our members throughout, we have just had to be creative in how we have done this, whether through e-news, the website, social media channels, not forgetting the AGM, webinars, and dedicated topical sessions all delivered through Zoom. Thanks to Elin Williams, our Social Media and Communications Officer, and Alex Osborne, our Information Officer, who have led on many of the initiatives.

We continued lobbying work with both the Welsh and national governments. It is even more pertinent during the pandemic, given the experiences of many disabled people.

With all DW staff working from home, in line with Welsh Government guidelines, we wanted to maintain our commitment to university student placements. These have taken place remotely, with the students variously feeding back comments about how welcoming they have found DW, how nice it was to be included in staff or external meetings, and how much more they now understand the social model of disability. Many thanks to those individuals who have helped promote the work of Disability Wales, within, and outside their placement. We hope they found their time with Disability Wales productive and enjoyable.

Once again, I must thank all our Directors for the support they have shown both me and Disability Wales. At the AGM we welcomed two new Directors to the Board, Anne Champ and John Gladstone. I also wish to thank the staff for delivering the day-to-day work of the organisation, projects, training and events, in such unfamiliar surroundings. Finally, to our Chief Executive, Rhian Davies, thank you for your support to myself and the Board, Rhian's knowledge and experience helps to hold Disability Wales in such high esteem.

Let us all work together and support each other through these continuing difficult times to secure the standing and presence of Disability Wales as we move forward into next year.

Wendy Ashton
Chairperson

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

Chief Executive's Report

The impact of Covid-19 on society overall and disabled people particularly, has been profound and far-reaching. The pandemic exposed the inequalities that already existed in society. Ten years of austerity has taken its toll on disabled people's incomes and rights to independent living. The past year has exacerbated the perilous situation in which many disabled people find themselves. ONS revealed that in Wales, disabled people comprise 68% of deaths from Covid-19, well above the UK average of 59%. Even more shocking was how little political, public or media attention was focussed on this grim finding. Deaths among older and disabled people were regarded as inevitable rather than preventable.

DW dedicated the launch event of our *Bring us our Rights* Manifesto, held on the International Day of Disabled People, to the memory of all disabled people who had lost their lives directly or indirectly to Covid-19. We pledged that their deaths would not be in vain and that we would use our Manifesto campaign to build back better and create the fully inclusive world which all disabled people deserve.

Through the dedication of staff and Board, we remained fully operational throughout the pandemic. Setting ourselves up as a virtual organisation overnight, we continued to deliver our work programme, albeit focussed initially on responding to the emergency. We aimed to keep members informed of latest developments and equipped as far as possible to respond to the different phases of the crisis. We provided regular updates on evolving government guidance, using reliable sources of information and counteracting misinformation, for example, regarding exemptions from mask wearing and vaccination scams.

We arranged online consultation events and raised members and beneficiaries' issues and concerns with Welsh Government Ministers and senior officials, including on matters affecting people shielding, the impact of the reduction in services and the overnight transformation of the streetscape, which created further barriers for many disabled people. As well as involving members in mainstream media stories, highlighting the significant impact of Covid-19 on disabled people, we created a platform for beneficiaries to tell their own, through video projects such as *Lockdown Life* and the NLCF funded *Unlocked Lives*.

Despite the challenges, we have delivered our work programme targets building on previous achievements and progressed with work planned pre-Pandemic. This includes production of the *Bring us our Rights* Manifesto ahead of the Senedd 2021 elections, our campaign to promote the Social Model of Disability, and provision of online sources on the impact of Brexit on disabled people.

In total we delivered 19 engagement events to 388 participants across Wales many related to the impact of Covid, but also the development of the Manifesto and our Social Model campaign. 144 participants working in WG employment services attended 4 training sessions on the Social Model of Disability with the aim of improving support and provision to disabled people seeking work. To inform a range of policy consultations we circulated 5 online surveys on different themes which were completed by 367 respondents.

We substantially increased our reach and influence online through our website which attracted over 200k views, with 12k visiting our Social Model pages. Nearly 1,500 new followers joined our Twitter and Facebook platforms, extending our social media reach to approximately 18.7K organisations and individuals. DW's Twitter posts achieved 1.7million impressions. We produced and uploaded 17 video explainers on the impact of Brexit on disabled people and produced an online toolkit for Business Wales advisors to better support disabled entrepreneurs.

We are delighted to welcome two Disabled Peoples Organisations into full membership: Aubergine Café and the Spinal Injuries Association, bringing the total to 29 full member DPOs. We are particularly proud to have distributed £163K in Covid Emergency Grants to 9 DPOs in Wales, as part of a UK wide consortium of National DPOs, which was awarded £1.3m by the National Emergencies Trust.

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

In Wales additional funding from Welsh Government boosted the number of projects we were able to fund as well as extend their services and activities. It is the first time that a fund specifically targeted at DPOs in Wales has been available. It provided a platform for their vital work in supporting disabled people in their communities, helping to tackle isolation, support independent living and increase income. To help with the sustainability of their work beyond the emergency funding, we appointed Richard Newton Consultancy to provide bespoke training and coaching to the DPOs involved in the programme.

DW's core role is to represent the views of members with the aim of informing and influencing government policy. Led by Policy and Research Officer Meg Thomas, the *Bring us our Rights Manifesto* was the successful product of engagement with over 200 members and beneficiaries via online focus groups and surveys. 68% of respondents told us that they did not feel that their rights were being adequately enforced and 76% were not confident that this would improve over the next 5 years. Not surprisingly, the main call for action within the Manifesto was incorporation of the UNCRDP in Welsh law. This achieved cross party support during the Senedd Elections and is now a commitment within the Programme for Government.

This and other calls to action were also included in the recommendations of the evidence-based report *Locked Out: liberating the lives and rights of disabled people in Wales beyond Covid-19*. Commissioned from the Disability Equality Forum by the then Deputy Minister and Chief Whip Jane Hutt MS, it was written by Prof Debbie Foster in coproduction with a steering group of disabled people and Forum representatives. It was a great privilege to chair the Steering Group that produced such a hard-hitting report. Drawing on more than 300 items of evidence, detailing the discrimination and exclusion faced by disabled people during the pandemic, the Steering Group presented the report to the First Minister Mark Drakeford MS. Acknowledging the seriousness of the findings, he agreed to the formation of a Disability Rights Task Force which would consider the report recommendations and draft an Action Plan to address these.

A key finding in the *Locked-Out* report was that the lack of disabled people in positions of influence contributed to decisions that had negative consequences for many disabled people. DW has long lobbied for more support to tackle the barriers faced by disabled people standing for elected office to ensure that political decision makers reflect wider society. We were delighted therefore when Welsh Government put forward legislation to enable the establishment of the Access to Elected Office Fund in Wales and to secure the contract to deliver the scheme. Philip Westcott was recruited as Civic Participation Officer and the Fund supported two disabled candidates standing in the Senedd Elections.

In addition to Philip, we were also pleased to welcome Emma Cooksey as Finance and Administration Officer, Alex Osborne as Information Officer and Leandra Craine as DPO Emergency Fund Co-ordinator. The recruitment and induction process was undertaken online with everyone working remotely and very effectively since their appointments.

Leandra is a former student intern via Go Wales and we were delighted to continue to offer placements to 7 disabled students throughout the year albeit on a virtual basis. To broaden the opportunities available, we submitted a successful bid to WCVA Volunteering Wales to support student placements with DPOs around Wales.

As new projects got off the ground, the NLCF funded four nation DRILL Programme concluded following 5 successful years. DRILL (Disability Research on Independent Living and Learning) has promoted research coproduction between disabled people and their organisations, academia, research bodies and policy makers. The programme has funded over 35 coproduced research and pilot projects across the UK, five of which were based in Wales. The projects identified solutions regarding how disabled people can live as full citizens and take part socially, economically and politically. Through DRILL, disabled people have had direct influence on decisions that impact on their independent living, particularly in relation to policies, legislation and services.

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

For a smaller nation like Wales – which has not benefitted from an academic Centre for Disability Studies, for instance – DRILL has played a crucial role in highlighting the wider relevance of social research to disabled people and DPOs. The Wales DRILL advisory group – led by disabled people and disability rights activists – has driven the Programme and made decisions about which projects to fund. DRILL teams, those who are 'experts by experience', have become part of research and policy-making conversations by building networks with universities, local authorities, Welsh Government and beyond.

At a celebratory online event, attended by the Deputy Minister and Chief Whip Jane Hutt MS, presentations were given by representatives of the five coproduced research projects funded in Wales. DW hosted a series of webinars aimed at disseminating learning and demonstrating impact in specific areas, most notably DRILL's unique approach to developing a coproduced process for ethical approval of research projects. Another popular webinar highlighted research regarding career opportunities for disabled graduates. As well as featuring findings from DRILL research projects, it also included presentations from former DW student interns. We are indebted to our DRILL Wales Programme Officer Dr Jody Mellor who delivered such a successful scheme on our behalf and contributed much to the overall programme across the UK.

Throughout the year our small team of Directors and staff have continued to strive for the rights and equality of disabled people. Special thanks go to Policy and Programmes Manager, Miranda Evans for her leading role in inducting a whole new team online and developing a strong sense of unity and purpose despite the challenges of remote working. Much is owed to our volunteer Board, led by Chairperson, Wendy Ashton for their wisdom and dedication in directing the organisation in such unchartered times.

Bring us our Rights!

Rhian Davies

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

Treasurer's Report

At the end of the 2019-2020 financial year, we were just entering a period of great uncertainty, with the introduction of 'lockdown'. Staff had already started working from home, and 'Zoom' and 'Microsoft Teams' were not in common parlance, familiar only to a relatively few organisations in the working world. From the start of the new financial year, 'Zoom' was deemed the package of choice for the organisation, and we, as a Board, were offered a familiarisation session. So began our new existence. Everything was communicated through email, social media, or 'Zoom'. Happily, it works conveniently with a range of speech-to-text services, so is accessible to most with hearing impairments too.

Project meetings, staff meetings, Board meetings and even the AGM were delivered via Zoom. Why have I spent so much time speaking of 'Zoom?', well, it might have made tasks and working life easier for many, but it also has major effects on the budget. Lockdown caused many unforeseen issues. It may have saved money on the budget, through less travel, utilities, Board costs, but we still had a commitment to the fixed office cost for which we have contractual obligations - rent, service charges, utilities, etc. all while the office remained empty. We also needed to purchase equipment individual staff needed to work safely from home.

Having struggled throughout the previous year to secure funding to support the running of the organisation, and meeting our aims, we were notified by the Welsh Government, towards the financial year end that we had been awarded additional funding. We had gone from not having enough money, without dipping into our reserves, to having a significant pot of money, but we had to think and act fast.

We took on three staff initially during this time - all recruited over Zoom, with none of them actually meeting face-to-face. However, over the year we also recruited an information officer, office support, and project officers. We continued with student placements too, all supporting our projects, whilst developing their knowledge and skills.

While the five-year programme DRILL came to an end, 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.

We had a very productive Strategic Review day, involving Board and staff. Delivered over Zoom, we had individual tasks, whole group discussions and break-out groups. It was a very different experience, and the first time we had undertaken an activity in this manner. It was a very positive day, and we were able to move forward on the outcomes.

Disability Wales holds reserves for many reasons, both contractual and restricted, in order 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.

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.

Having spent previous financial years facing significant shortfalls, which the Board had agreed to underwrite, we ended this financial year with a surplus. With regard to the surplus on restricted income, this is partly due to receiving advance funding for projects that were delivered across two financial years.

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

With respect to Welsh Government funded initiatives, given the impact of Covid-19 restrictions on budgets and not being able to progress work as anticipated, it agreed to any underspend being carried over into the next financial year, to enable work to be completed.

Nevertheless, while online working contributed to reduced costs, the surplus in unrestricted funds also represents DW's ability to generate income for the organisation particularly through the growth in training and consultancy. DW's ability to diversify income will contribute to a more financially sustainable organisation that is less reliant on the vagaries of grant funding.

As with the third sector overall, we have experienced a unique set of circumstances that we cannot either compare with the previous years or use to base any predictions moving forward. Welsh Government Equality and Inclusion Funding for 2021-2022 remains on roll-over until there is an announcement about the new grant opportunities. We still seek financial stability and sustainability; however, for DW, at the present, we are in a much stronger position, with a positive outlook.

As always, I would once again like to thank both our Board members and staff for their commitment and endeavours through extreme times, and the complexity of achieving everything through Zoom. During the early part of the year, DW's Finance and Resources Manager, Paula Reed, moved on to a new opportunity, and I thank her for all the work she did to support DW, and those of us who have been Treasurer, for over 20 years. I would like to thank Claire Thompson and her team at Azets, our accountants, for their ongoing help and advice, and particularly Jessica Bailey who has supported us with our management accounts, assisted by our own Finance and Administration Officer, Emma Cooksey.

Mandi Glover
Treasurer

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

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) (effective 1 January 2019)".

Objectives and activities

Disability Wales is the national association of Disabled People's Organisations striving for 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.

Strategic Aims and Objectives

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

Mission

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

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

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.

Outcomes, Objectives, Achievements and Performance

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.

Engagement with Members

Impact of Covid-19:

- During first phase of Lockdown, launched #LockdownLife, a digital media project whereby using tablets and smart phones, 9 participants representing the diverse community of disabled people in Wales captured their thoughts and daily life during lockdown. These were professionally edited and shared widely on social and mainstream media
- Secured grant from NLCF Emerging Futures for follow up video initiative Error in formula - >#UnlockedLives<- to capture the views and experiences of disabled people regarding Lockdown and their thoughts for the future beyond Covid-19
- 11 beneficiaries signed up for the project, to work with professional documentary film makers Dogma Films in producing user generated video content and provide interviews for a feature length film of broadcast quality
- Delivery of three focus groups involving 25 participants in total, on specific topics related to the pandemic: Rights and Equality; Housing and Employment; and Direct Payments and Personal Assistant Employment. Findings from focus groups informed responses to a range of consultations undertaken by Welsh Government, Senedd Committee on Equality, Communities and Local Government and Social Care Wales as well as funding bids

Annual Conference and AGM

- 12th November; *Beyond 2020: New Opportunities or Same Barriers?*
- Guest speakers – Prof Simon Hoffman, Swansea University; Prof Debbie Foster, Cardiff Business School; Dr Charles Whitmore, Brexit Forum Wales; Dr Alison Tarrant, Cardiff Law School
- Conference explored challenges and potential opportunities for disabled people posed by Covid-19 and Brexit
- Attended by 71 beneficiaries

BIHR Training Session: What are Human Rights?

In partnership with British Institute for Human Rights, DW delivered a training session on the Human Rights Act to 18 beneficiaries with the aim of improving knowledge and understanding regarding how it can be utilised re ensuring access to services particularly in the context Covid-19.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Digital Inclusion Training

In recognition that many disabled people do not have the skills to access online events and services, highlighted by the pandemic, in partnership with Digital Communities Wales, DW ran two sessions for beneficiaries to help improve confidence and skills.

Senedd Cross Party Group on Disability

As a member of the Wales Disability Reference Group, DW assists with planning and arrangements for the Cross Party Group on Disability, chaired by Mark Isherwood MS. The CPG met four times during the year and provides an opportunity for disabled people to raise issues with Senedd Members and act as a mechanism to hold Welsh Government to account on progress with disability rights and equality.

DW contributes agenda items, provides speakers and at the meeting on 2nd July, attended by the Deputy Minister and Chief Whip Jane Hutt and 81 beneficiaries, briefed two of the five disabled people on the Panel to discuss their experiences in relation to Covid-19.

Bring us our Rights: Disabled People's Manifesto

9 focus groups delivered online to beneficiaries to inform development of DW's Manifesto ahead of the Senedd 2021 Elections. Focus Groups attended by 119 participants in total:

- Disabled People's Rights & Enforcement
- Health & Social Care
- Poverty & Digital Inclusion
- Employment & Transport
- Housing
- Hate Crime
- Disabled Women
- BAME Disabled People
- LGBTQ+ Disabled People

An online survey circulated to beneficiaries to inform development of the Manifesto; 120 responses received
In total 240 individuals have engaged with the Manifesto consultation

Draft Manifesto developed; arrangements for production of alternative formats; launch date 3rd December

Launched 3rd December (IDDP) at online event

- Cross Party Panel of Speakers: Deputy Minister and Chief Whip Jane Hutt MS; Mark Isherwood MS; Nadine Marshall, Plaid Cymru Prospective Candidate for Police and Crime Commissioner; Leena Farhat, Equality and Diversity Officer Lib Dems and Senedd Candidate
- Two focus group participants provided personal views: Terry Mills and Adele Rose Morgan
- Manifesto was informed by the views and experiences of over 240 disabled people who attended one or more of the nine focus groups (total 119 participants) or responded to the online survey (120 respondents)
- Manifesto produced in Welsh, English, Easy Read and BSL and uploaded to DW website
- 72 beneficiaries attended
- DW's main call to action – incorporation of the UNCRDP in Welsh law received cross Party support in the Senedd Elections and is a commitment in the Programme for Government.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

Social Model of Disability Campaign

Preparatory work undertaken to inform development of the campaign to raise awareness and understanding of the Social Model of Disability among beneficiaries and stakeholders. Campaign follows the Social Model – Join the Conversation initiative commenced pre-pandemic in 2019 and commissioned by Welsh Government in relation to their renewed commitment to the Social Model.

- 2 webinars on Social Model delivered: 3rd & 17th November
- 78 participants in total
- 1 online survey circulated to find out more about level of knowledge and understanding of the Social Model among members and stakeholders: 97 responses received; draft report and findings produced

Feedback survey for from SMD Webinars achieved 26 responses and indicated that beneficiaries found the webinar useful and helped improve their knowledge of the Social Model.

Responses:

Did you find the webinar useful; do you now have a better understanding of the Social Model of Disability?

Yes – 23

No – 3

Following the webinar how would you rate your knowledge of the Social Model of Disability?

Very Good – 8

Good – 14

Somewhat Good - 4

Not so Good – 0

Not Good at all - 0

Equality, Inclusion and Intersectionality

Recognising that disabled people have other protected characteristics, DW works in partnership with equality organisations to arrange, deliver and contribute to events that raise awareness of intersectionality and the particular issues that this brings.

- WEN Wales Online Café on Disabled Women: 22nd May (DW provided a Panel speaker)
- Race, Racism and Intersectionality Online Conference (in partnership with EYST, WEN Wales & Stonewall Cymru): 28th January, DW contributed to planning and provided a panel speaker

DW circulated details of all events to members, and beneficiaries were well represented in the audiences.

Consultations

DW's core role is to represent the voice of disabled people to government with the aim of informing and influencing policy. It fulfilled this role in relation to 16 specific consultations on Covid and more general policy issues. Views were gathered from beneficiaries through focus groups and online surveys.

Surveys: Covid-19

- Survey circulated to gather views and experiences regarding lockdown and recovery plans. The survey attracted nearly 100 responses from beneficiaries. Findings informed responses to a range of consultations undertaken by Welsh Government, Senedd Committee on Equality, Communities and Local Government and Social Care Wales as well as funding bids
- Easing of Lockdown Restriction Survey - 103 responses
- Working from Home Survey - 26 responses

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

Consultation Responses

Impact of Covid-19

- Local Government, Equality and Communities Committee Inquiry submitted in July, alongside oral evidence.
- DWP: Covered easements, safety in work, what to retain from pandemic, supporting COVID-secure workplaces and information about easements reaching disabled people.
- WG FAQs Tourism, Hospitality and Retail Sectors: contributed written response re lifting of restrictions and introduction of social distancing measures
- WG Shielding: contributed to consultation and letters re pausing shielding
- WG Review re suspension of Schedule 12 Coronavirus Act (2020) duties of LA under SSWBWA

General

- WG Disabled People and Employment Toolkit: provided written comments on draft toolkit
- WG Reducing single use plastics - Proposals to ban nine single use plastic products in Wales, based on input from survey
- Views on basic income in Wales, given to Autonomy to feed into their report to the Future Generations Commissioner
- WG Access to Elected Office Fund Wales (based on input from 3 focus groups involving 28 beneficiaries)
- WG Draft Transport Strategy: submitted response based on input from online survey completed by 87 beneficiaries
- Older People's Commissioner: Ageing and Wellbeing Strategy, based on responses from two focus groups involving older disabled people
- WG Rebalancing Care and Support
- WG Future of Equality and Inclusion Grant
- UK Disability Strategy Roundtable: facilitated workshop for beneficiaries from Wales to contribute views to UK Government's proposed Disability Strategy

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.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

Third Sector Collaboration: Covid-19

Wales Disability Reference Group (WDRG)

WDRG Statement on the Rights of Disabled People: over 1400 signatures in support of statement; response from Chief Medical Officer and Chief Nursing Officer circulated to Local Health Boards and Clinicians Representative Bodies clarifying position regarding Do Not Attempt Resuscitation Notices & that decisions regarding treatment must be made on assessment of individual benefit.

Disabled People's Organisations Covid-19 Emergency Fund

As a member of a UK wide Disabled People's Organisations (DPO) Consortium including Disability Action NI, Inclusion Scotland and Inclusion London, a successful bid to the National Emergencies Trust secured £1.5m fund to distribute grants to DPOs across the UK, to help deal with issues caused or made worse by Covid-19.

DW secured additional funding from WG to boost the NET DPO Emergency Fund and support more projects in Wales and extend the reach of projects.

- 14 funding applications submitted from DPOs in Wales
- 9 Welsh DPOs funded across Wales
- £163,146 distributed in project grants

Communications and Information with Members and Stakeholders

- Dissemination of information, updates and guidance via email: on average 3 times per week
- Daily postings on Facebook & twitter

E news

- 6 issues produced and circulated to 463 members and beneficiaries across the year

Social Media Analytics

DW utilised its significant social media presence to circulate news and information from reliable sources on Covid-19 and other issues to a wider range of beneficiaries

Facebook: increase from 4,132 to 4,683 followers – 551 new followers

Twitter: increase from 13.2k to 14.1 followers – 914 new followers

Overall Twitter impressions: 1,780,000

Website

Website views: 203,069

Unique visitors: 65,661

Top Performing pages

- Home Page: 50,089 views
- Social Model page: 12,166 views

News Releases and Blog Posts

21 news releases and blog posts on a range of topics of interest to beneficiaries including Covid-19 updates, announcements about new projects and opportunities within DW including jobs and student internships.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

Coronavirus

Working in partnership with Wales Disability Reference Group members, produced and posted statements on concerns over impact of measures to tackle the coronavirus pandemic on disabled people including fears over blanket use of DNAR notices

- Collated issues and concerns from members to provide weekly updates to WG officials, including on accessibility of information and materials; tackling scams; employment of PAs; access to PPE; support for food shopping
- Produced FAQ info sheet on key issues and uploaded to website
- Produced factsheets on contact details and services provided by local authorities and CVCs in Wales
- Continuously updated website information pages on Covid-19
<https://www.disabilitywales.org/covid-19/>

Online Resources

Disabled People and Brexit – What Next?

DW received EU Transition Funding to deliver a capacity enhancing Brexit support programme for disabled people's organisations (DPO's) and their stakeholders throughout Wales. It provided information and engagement opportunities tailored to disabled people's access requirements with the intended impact of increasing understanding, building resilience and capacity and mitigating some of the negative wellbeing impact of Brexit on disabled people.

Phase 1

Release on Social Media of 10 videos created featuring presentations from the Brexit and Disabled People events and interviews with participants.

Views

YouTube: 362; Facebook: 761; Twitter: 3,409; Combined: 4,432

Total Impressions

Facebook: 1,568; Twitter: 36,938; Combined: 38,506

Phase 2

- With expertise from the Brexit Civil Society Forum, production of 17 **Video Explainers** which addressed questions and concerns raised by participants during the events on topics such as: Healthcare and access to medicines, employment of Personal Assistants from the EU, Blue Badges, Employment Rights and Human Rights.
- Total views
- YouTube: 646
- **Total Impressions**
- Facebook: 2,259 Twitter: 14,942 Combined: 17,201

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

Most viewed/impactful video explainers

Video	You Tube Views	Facebook Impressions	Twitter Impressions
Brexit: an overview	106	535	1,075
Brexit and Blue Badges	91	129	1,338
Human Rights after Brexit	23	183	1,139
European PAs and Brexit	28	93	2,512

Total for entire campaign:

- Views: 5,080
- Impressions/Reach: 55,707
- A platform for the videos and other materials related to the project was created:
- www.disabledpeopleandbrexit.co.uk

Remote Working

- Production of resources on Disabled People and Remote Working for Business Wales

Self-Employment and Disabled People

- Production of toolkit aimed at disabled entrepreneurs for Business Wales

Domestic Abuse and People with Protected Characteristics Gwent

- Contributed to report for Gwent Regional Partnership Board, on experiences of disabled people experiencing domestic abuse obtained via interviews and mapping exercise of support services available

Training

Tackling Barriers to Disabled People's Employment

Delivery of Social Model Training to Welsh Government Employment Services
1 pilot session to 12 participants; 4 training sessions to 144 participants

Disability Research on Independent Living and Learning (DRILL)

The five-year, four nation coproduced research programme, funded by NLCF came to an end with a final celebratory event and four webinars to disseminate learning from DRILL

- DRILL Programme Wales Celebration Event: 25th June, attended by Deputy Minister and Chief Whip
- DRILL Webinars Ethics and Coproduction 5th & 8th October and 10th December
- DRILL Webinar: Employment Opportunities for Disabled Students 25th January

Student Placements

DW provides volunteer and learning placements for undergraduate and postgraduate students, including disabled students which also assist with DW's capacity, we are building on our connections through the DRILL Programme to partner with several Welsh Universities. This has resulted in 7 volunteer placements to date and the opportunity for funded placements where students will receive payment.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

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.

DW participated in several Welsh Government Stakeholder Groups, representing the views of beneficiaries, gathered from issues raised via telephone and online enquiries, focus groups, consultation events and surveys, including:

- Active Travel Board
- Covid-19 Moral and Ethical Advisory Group
- Disability Employment Advisory Group
- Disability Equality Forum
- Diversity in Democracy
- Financial Capability
- National Advice Network Wales
- Shielding and Clinically Extremely Vulnerable People
- Strengthening Equality and Advancing Human Rights

Disability Equality Forum: Impact of Covid-19 on Disabled People

The Deputy Minister and Chief Whip Jane Hutt MS commissioned the Disability Equality Forum to produce a report on the impact of Covid-19 on disabled people in Wales. DW was tasked with establishing and co-ordinating the work of the Steering Group and invited Professor Debbie Foster from Cardiff Business School to write the report.

Entitled *Locked Out: liberating the lives and rights of disabled people in Wales beyond Covid-19*, the evidence based report highlighted the stark inequality experienced by disabled people during the pandemic and makes over 80 recommendations to tackle the issues raised.

DW's role included:

- Establishing a Steering Group of 9 members representing the Forum and intersectional interests
- Co-ordination and chairing 6 Steering Group Meetings
- Assisting with collation and analysis of over 300 items of written evidence
- Coordination and facilitation of an intersectional focus group
- Coordination of Comms Group to promote the published report
- Co-ordination of presentation of report findings and recommendations to First Minister

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

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.

Objective

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 to members and beneficiaries
 - Participated in Diversity in Democracy Evaluation Steering Group; contributed comments and additional information to draft report
 - WEN Wales Mentoring Scheme: DW Chief Exec involved as mentor to a 2020 Programme Mentee
 - WG Diversity in Public Appointments Online Event 24th June (DW contributed to planning and provided a facilitator)
 - Secured WG contract to set up and deliver *Access to Elected Office Fund Wales*, aimed at tackling barriers faced by disabled people in standing for elected office
 - *Equal Power, Equal Voice All Wales Mentoring Programme*: successful project application to NLCF and Welsh Government in partnership with WEN Wales (lead), EYST and Stonewall Cymru; aimed at increasing diversity in public life through mentoring.

Financial review

The Covid-19 emergency has impacted on DW's finances in several ways, despite this it has been able to maintain operations and support beneficiaries throughout the pandemic.

Staffing

- Plans to recruit 4 new posts were delayed several weeks following the first lockdown; it was decided not to proceed with recruiting one of the posts, as lockdown affected the proposed duties
- Interim arrangements were put in place to cover the vacant post of Finance Manager
- 3 additional project posts were appointed following the award of Covid emergency funds and other grants and contracts

Delay in commencing projects

- Impact of the coronavirus emergency on disabled people, delayed progress with planned projects, including review of the *Know your Rights* Resource Pack, Social Model Campaign and the Disabled People's Organisations Development project.

Changes in delivery costs

- The necessary move to online engagement activities has significantly reduced costs associated with meetings and events in a physical space
- Working remotely cut costs such as printing, stationery and postage as well as travel and subsistence, however, increased costs for equipment such as laptops and office chairs. A working from home allowance has also been introduced for all staff.

Fundraising and Income Generation

DW has continued to develop funding proposals and submit bids either as a consortium member or as a sole organisation, including to Covid-19 related funds. Longstanding project proposals came to fruition and income generated from successful bids has contributed to DW's overheads and staff costs. However much of the restricted project income secured during 2020/21 was awarded for short-term projects or contracts and/or were in response to the Covid-19 emergency.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

Since 2016, DW has been a recipient of funding from Welsh Government's Equality and Inclusion Grant Scheme. In Spring 2021, Welsh Government carried out a consultation exercise on the future of the scheme. Pending decisions regarding the outcome of the consultation, current recipients, including DW received an extension of grant to 31st March 2022.

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.
- 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.
- 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.
- From time to time funding has certain restrictions which means that by law it must be held in a restricted reserves fund until it is spent in line with the funding agreement.
- 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 fulfil 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 2020/21 the total reserves allocated are £381,714. The Directors believe that reserves should be at least at this level to ensure the charity can run efficiently and meet the needs of the beneficiaries.

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

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

The charity recorded an overall surplus for the year of £105,622 split between an unrestricted surplus of £42,234 and a restricted surplus of £63,388. The reserves totalled £483,428 which consists of unrestricted reserves of £381,714 and restricted reserves of £101,714. The free reserves of the charity totalled £381,714 as the target level set by the trustees includes the designation of the various funds. The reserves currently meet the target level set by the trustees. However, the trustees feel that due to the uncertainty surrounding funding in the sector, 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.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

A selection of Potential Risks:

Governance

Potential risk	Potential Impact	Steps to mitigate risk
Board of Directors lack relevant skills or commitment	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> review and agree skills required draw up competence framework and job descriptions implement trustee training and induction review and agree recruitment strategy and processes including production of Board Video and redesigning materials Identify training opportunities for Directors

Operational

Potential risk	Potential Impact	Steps to mitigate risk
Service provision - customer satisfaction	<ul style="list-style-type: none"> beneficiary complaints loss of fee income loss of significant contracts or claims under contract negligence claims reputational risks 	<ul style="list-style-type: none"> agree quality control procedures update and implement complaints procedures benchmark services and implement complaints review procedures

Financial

Potential risk	Potential Impact	Steps to mitigate risk
Cash flow sensitivities	<ul style="list-style-type: none"> inability to meet commitments lack of liquidity to cover variance in costs impact on operational activities 	<ul style="list-style-type: none"> ensure adequate cash flow projections (prudence of assumptions) identify major sensitivities ensure adequate information flow from managers monitor arrangements and reporting

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

COVID-19 risk assessment:

Potential Risk	Potential Impact	Steps to mitigate risk
Impact of Coronavirus on Governance	<ul style="list-style-type: none"> • Remote working leads to Board being unable to function • the charity is overwhelmed by the impact of Coronavirus and 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 	<ul style="list-style-type: none"> • Run Board meetings online (Zoom) and develop e communications • 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 e.g. via membership survey
Operational Management and delivery impacted by Coronavirus	<ul style="list-style-type: none"> • Staff unable to deliver remotely • Staff unclear of roles and lack of support/communication with managers • Impact of inability to provide face-to-face activities 	<ul style="list-style-type: none"> • Remote Working Policy and Check list agreed and circulated to staff • All staff equipped & supported to work remotely • Support and Supervision undertaken online & more frequently • Work Programmes agreed with Staff • Training and support with using online platforms • Identify alternative engagement activities • Support beneficiaries unable to access online activities through digital inclusion training
Impact of Coronavirus on income	<ul style="list-style-type: none"> • Loss of Income • Inability to deliver objectives • Inability to retain staff 	<ul style="list-style-type: none"> • Continue to pursue income generating activities/funding action plan • Keep updated on potential funding opportunities including Covid-19 related grant schemes • Maintain profile/communication with funders • Maintain profile with external stakeholders and potential funders • Continue to develop partnerships and project proposals

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2021

Plans for future periods

Disability Wales will continue to work with members, key partners, funding partners and Welsh Government in delivering the aims and objectives of the organisation as well as addressing the implications of the pandemic.

The experience of remote working will focus the organisation's attention on reducing overheads, most notably rent and a review of premises options will be undertaken.

DW 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 annually
- Continue to explore potential partners for project funding
- Continue to explore ideas for a project with stakeholders and consider a potential bid to the National Lottery Community Fund and discuss what support may be available
- Proceed with plans for discussions with members and meeting with other stakeholders to generate more ideas for potential partnerships
- Set up further meetings with WG Divisions, and to undertake training in competitive tendering
- Develop plans for growing DW's training and consultancy service

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 Board 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 Board and ratified at the next Annual General Meeting. New Directors are provided with information packs about the organisation and their responsibilities and induction training is arranged.

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

DW aligns remuneration to local government NJC Scales and uses this to set pay, within the parameters of available funding. As an additional benchmark it reviews salaries offered for similar roles and levels of responsibility in other third sector organisations to help assess appropriate remuneration.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Reference and administrative details

Company number	1998621
Charity number	517391
Principal office	Brydon House Caerphilly Business Park Van Road Caerphilly CF83 3ED
Auditors	Azets Audit Services 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 - resigned 26/01/21 Amanda Glover Kelvin Jones Trevor Palmer Simon Green Delwyn Evans - resigned 12/11/20 Caroline Holloway Joseph Powell - resigned 15/02/21 Ben Morris - resigned 12/11/20 Anne Champ - appointed 12/11/20 John Gladston - appointed 12/11/20
Secretary	Rhian Davies
Key management personnel	Rhian Davies - Chief Executive Paula Reed - Finance and Resources Manager (to June 2020) Miranda Evans - Policy and Public Affairs Manager

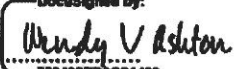
Auditor

In accordance with the company's articles, a resolution proposing that Azets 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 2021

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

DocuSigned by:

.....
75412E80C91432
Wendy Ashton - Chairperson
Trustee
Dated: 11/10/2021

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

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; 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 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows 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 2021 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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 contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 is available on the Financial Reporting Council's website at: <https://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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

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.

 7-12-2021

Azets Audit Services

**Chartered Accountants
Statutory Auditor**

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

DISABILITY WALES/ANABLEDD CYMRU

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

Azets 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 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income from:							
Donations and legacies	3	272,445	5,060	277,505	247,054	-	247,054
Charitable activities	4	498	273,772	274,270	5,882	142,349	148,231
Investments	5	29	-	29	1,282	-	1,282
Total income		<u>272,972</u>	<u>278,832</u>	<u>551,804</u>	<u>254,218</u>	<u>142,349</u>	<u>396,567</u>
Expenditure on:							
Charitable activities	6	228,858	217,324	446,182	219,264	132,635	351,899
Net incoming resources before transfers		<u>44,114</u>	<u>61,508</u>	<u>105,622</u>	<u>34,954</u>	<u>9,714</u>	<u>44,668</u>
Gross transfers between funds		<u>(1,880)</u>	<u>1,880</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net income for the year/ Net movement in funds		<u>42,234</u>	<u>63,388</u>	<u>105,622</u>	<u>34,954</u>	<u>9,714</u>	<u>44,668</u>
Fund balances at 1 April 2020		<u>339,480</u>	<u>38,326</u>	<u>377,806</u>	<u>304,526</u>	<u>28,612</u>	<u>333,138</u>
Fund balances at 31 March 2021		<u><u>381,714</u></u>	<u><u>101,714</u></u>	<u><u>483,428</u></u>	<u><u>339,480</u></u>	<u><u>38,326</u></u>	<u><u>377,806</u></u>

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 2021**

	Notes	2021		2020	
		£	£	£	£
Current assets					
Debtors	11	42,524		4,118	
Cash at bank and in hand		518,793		406,210	
		<u>561,317</u>		<u>410,328</u>	
Creditors: amounts falling due within one year	12	<u>(77,889)</u>		<u>(32,522)</u>	
Net current assets			<u>483,428</u>		<u>377,806</u>
Income funds					
Restricted funds	13		101,714		38,326
Unrestricted funds					
Designated funds	14	225,130		225,130	
General unrestricted funds		<u>156,584</u>		<u>114,350</u>	
			<u>381,714</u>		<u>339,480</u>
			<u>483,428</u>		<u>377,806</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 2021, although an audit has been carried out under section 145 of the Charities Act 2011.

The directors 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 10 November 2021

DocuSigned by:

 750402EB0C91432...
Wendy Ashton - Trustee

Company Registration No. 1998621

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from operations	20		112,554		73,780
Investing activities					
Investment income received		29		1,282	
Net cash generated from investing activities			29		1,282
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			112,583		75,062
Cash and cash equivalents at beginning of year			406,210		331,148
Cash and cash equivalents at end of year			<u>518,793</u>		<u>406,210</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

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 30th September 2021.

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.

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.

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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

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.

Interest income is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

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.

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 2021

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2021	2021	2021	2020
	£	£	£	£
Donations and gifts	51	5,060	5,111	176
Grants receivable	270,654	-	270,654	243,762
Subscriptions	1,740	-	1,740	3,110
Other	-	-	-	6
	<u>272,445</u>	<u>5,060</u>	<u>277,505</u>	<u>247,054</u>
Grants receivable for core activities				
Welsh Government core grant	269,954	-	269,954	243,062
WCVA grant	700	-	700	700
	<u>270,654</u>	<u>-</u>	<u>270,654</u>	<u>243,762</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

4 Charitable activities

	2021 £	2020 £
Development and training	5,292	5,882
Grants	268,978	142,349
	<u>274,270</u>	<u>148,231</u>
Analysis by fund		
Unrestricted funds	498	5,882
Restricted funds	273,772	142,349
	<u>274,270</u>	<u>148,231</u>
Grants		
DRILL Capacity Building Project	-	5,991
Big Lottery UK: DRILL	10,372	53,929
DRILL Ethics Committee	-	9,248
Welsh Government EU Transition Fund	30,914	35,825
Endeavour Project	5,000	5,110
3rd December Event	-	4,990
Big Lottery UK: DRILL Research Project	-	16,667
Big Lottery - Emerging Future	23,500	-
National Emergencies Trust	42,591	-
DRILL - Webinars	5,000	-
Access to Elected to Office Fund	25,526	-
Welsh Government Social Model	15,000	7,528
Welsh Government Reserves & Reconstruction	99,864	-
Welsh Government E Module Disability & Employment	3,212	-
Gwent Domestic Abuse & Disabled People	3,000	-
Disability Entrepreneur Guide	4,999	-
Other	-	3,061
	<u>268,978</u>	<u>142,349</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

5 Investments

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Interest receivable	29	1,282

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

6 Charitable activities	Information/ publications 2021 £	Development & training 2021 £	Policy & consultation 2021 £	Total 2021 £	Information/ publications 2020 £	Development & training 2020 £	Policy & consultation 2020 £	Total 2020 £
Staff costs	10,164	10,164	219,386	239,714	37,211	34,072	127,806	199,089
Advertising	184	184	184	552	4,474	4,474	4,474	13,422
Communication and transcriptions	9,160	9,160	9,160	27,480	1,505	1,505	1,505	4,515
Office	803	803	803	2,409	151	150	150	451
Printing, postage and stationery	-	-	-	-	1,770	1,770	1,770	5,310
Project expenses	-	-	21,819	21,819	-	6,534	32,368	38,902
Subscriptions	1,086	1,086	1,086	3,258	1,960	1,960	1,960	5,880
Sundry	2,131	2,131	2,131	6,393	417	417	417	1,251
Telephone	1,720	1,720	1,720	5,160	1,946	1,946	1,946	5,838
Travel and subsistence	2,051	2,051	2,051	6,153	3,602	3,602	3,602	10,806
	<u>27,299</u>	<u>27,299</u>	<u>258,340</u>	<u>312,938</u>	<u>53,036</u>	<u>56,430</u>	<u>175,998</u>	<u>285,464</u>
Grant funding of activities (see note 7)	22,372	22,372	22,371	67,115	-	-	-	-
Share of support costs (see note 8)	15,292	15,291	15,291	45,874	12,565	12,565	12,565	37,695
Share of governance costs (see note 8)	6,751	6,752	6,752	20,255	9,580	9,580	9,580	28,740
	<u>71,714</u>	<u>71,714</u>	<u>302,754</u>	<u>446,182</u>	<u>75,181</u>	<u>78,575</u>	<u>198,143</u>	<u>351,899</u>
Analysis by fund								
Unrestricted funds	71,714	71,714	85,430	228,858	75,181	72,041	72,042	219,264
Restricted funds	-	-	217,324	217,324	-	6,534	126,101	132,635
	<u>71,714</u>	<u>71,714</u>	<u>302,754</u>	<u>446,182</u>	<u>75,181</u>	<u>78,575</u>	<u>198,143</u>	<u>351,899</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

7 Grants payable

	Information/Developmen publications t & training	Policy & consultation	Total 2021	Total 2020
	2021	2021	2021	
	£	£	£	£
Grants to institutions:				
Pembrokeshire People's First	2,807	2,806	2,806	8,419
British Deaf Association	5,810	5,810	5,810	17,430
RCT People First	8,656	8,656	8,656	25,968
Celf-Able	500	500	500	1,500
Accessibility Powys	1,666	1,667	1,666	4,999
Disability Arts Cymru	2,933	2,933	2,933	8,799
	<u>22,372</u>	<u>22,372</u>	<u>22,371</u>	<u>67,115</u>
				<u>-</u>

8 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Bank charges	1,576	-	1,576	614	-	614
Cleaning	677	-	677	2,653	-	2,653
IT costs	17,595	-	17,595	7,560	-	7,560
Light and heat	1,353	-	1,353	2,536	-	2,536
Premises	24,673	-	24,673	23,516	-	23,516
Repairs and renewals	-	-	-	816	-	816
Audit fees	-	5,492	5,492	-	3,840	3,840
Accountancy	-	5,912	5,912	-	-	-
Cost of trustees' meetings	-	5,038	5,038	-	15,047	15,047
Professional fees	-	3,813	3,813	-	9,853	9,853
	<u>45,874</u>	<u>20,255</u>	<u>66,129</u>	<u>37,695</u>	<u>28,740</u>	<u>66,435</u>
Analysed between Charitable activities	<u>45,874</u>	<u>20,255</u>	<u>66,129</u>	<u>37,695</u>	<u>28,740</u>	<u>66,435</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

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 £nil (2020: £8,239) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of no trustees (2020: 8) were paid in the year, in relation to travel, subsistence and accommodation.

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Service delivery	5	3
Administration	2	2
	<u>7</u>	<u>5</u>

Employment costs

	2021 £	2020 £
Wages and salaries	211,392	174,706
Social security costs	16,079	12,065
Other pension costs	12,243	12,318
	<u>239,714</u>	<u>199,089</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 £118,066 (2020 - £140,951).

Redundancy costs

During the year the charity made redundancy payments totalling £nil (2020: £1,050). No amounts were outstanding at the year end.

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

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

11 Debtors	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	6,052	-
Prepayments and accrued income	36,472	4,118
	<u>42,524</u>	<u>4,118</u>
	<u><u>42,524</u></u>	<u><u>4,118</u></u>
12 Creditors: amounts falling due within one year	2021	2020
	£	£
Other taxation and social security	-	3,632
Trade creditors	372	-
Other creditors	1,849	-
Accruals and deferred income	75,668	28,890
	<u>77,889</u>	<u>32,522</u>
	<u><u>77,889</u></u>	<u><u>32,522</u></u>

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

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			Movement in funds			Balance at 31 March 2021
	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	
	£	£	£	£	£	£	£	£	£	£
Big Lottery Wales Innovation Grant: CDCC	1,497	-	-	-	1,497	-	-	-	-	1,497
Fawcett Society	2,881	-	-	-	2,881	-	-	-	-	2,881
Big Lottery UK: DRILL	12,198	53,929	(49,766)	(9,424)	6,937	10,372	(9,160)	-	-	8,149
DRILL Capacity Building	-	5,991	(4,240)	9,424	11,175	-	(1,500)	-	-	9,675
In Control - Holding Account	3,217	-	-	-	3,217	-	-	-	-	3,217
DRILL Ethics Committee	-	9,248	(5,394)	-	3,854	-	-	-	-	3,854
3rd December Event	-	4,990	(4,990)	-	-	-	-	-	-	-
Big Lottery UK: DRILL Research Project	8,135	16,667	(24,802)	-	-	-	-	-	-	-
NHS	684	-	(684)	-	-	-	-	-	-	-
Tai Pawb Housing	-	2,200	-	-	2,200	-	-	-	-	2,200
Hate Crime Workshop	-	683	(683)	-	-	-	-	-	-	-
Welsh Government- Social Model Workshop	-	7,528	(7,528)	-	-	15,000	(15,000)	-	-	-
Justice Commission- Focus Group	-	178	(178)	-	-	-	-	-	-	-
Welsh Government- EU Transition Fund	-	35,825	(34,370)	-	1,455	30,914	(16,871)	-	-	15,498
Endeavour Project	-	5,110	-	-	5,110	10,060	-	-	-	15,170
Big Lottery Fund - Emerging Futures	-	-	-	-	-	23,500	(15,310)	-	-	8,190
National Emergencies Trust (NET)	-	-	-	-	-	42,591	(30,793)	-	-	11,798

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

13 Restricted funds	(Continued)				
DRILL - Webinars	-	-	5,000	(6,880)	1,880
Business Wales Remote Working	-	-	3,744	(3,744)	-
Welsh Government Access to Elected to Office Fund	-	-	26,576	(26,576)	-
Business Wales Disability Entrepreneur Guide	-	-	4,999	(4,999)	-
Welsh Government Reserves & Reconstruction	-	-	99,864	(80,279)	19,585
Welsh Government. E Module Disability & Employment	-	-	3,212	(3,212)	-
Gwent Regional Partnership Board Domestic Abuse & People with Protected Characteristics	-	-	3,000	(3,000)	-
	28,612	142,349	132,635	38,326	-
	278,832	(217,324)	-	-	101,714

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

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.

DRILL Capacity Building - Events to build capacity and promote dissemination of research and share learning from the DRILL Programme.

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

DRILL Ethics Committee - Research ethics are guidelines for making decisions.

3rd December Event - Disability Wales produced a series of professional, short films focusing on 'a day in the life' of five disabled people 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.

Tai Pawb Housing- Accessible social housing project.

Hate Crime Workshop - Information gathering on experiences of Hate Crime.

Welsh Government - Social Model Workshop - To develop knowledge and understanding of the Social Model of Disability and its importance in the history of disabled people.

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

13 Restricted funds (Continued)

Justice Commission- Focus Group - Justice in Wales for the People of Wales.

Welsh Government - EU Transition Fund - The project will deliver a capacity enhancing Brexit support programme for disabled people's organisations (DPO's) and their stakeholders throughout Wales.

Endeavour Project - Endeavour aims to inspire and support entrepreneurial ambition among disabled people in Wales.

Big Lottery Fund - Emerging Futures- production of a suite of videos and blog made by disabled people on the experiences of lockdown.

National Emergencies Trust (NET)- distribution of emergency grants to Disabled People's Organisations (DPOs) across the UK to support disabled people with the impact of Covid-19; DW managed the distribution in Wales on behalf of a UK wide consortium of national DPOs.

DRILL- Webinars - a series of webinars to promote the findings of DRILL Research projects.

Business Wales Remote Working - production of online fact sheets on good practice in supporting disabled employees working remotely.

Welsh Government Access to Elected Office Fund - set up and management of a fund to assist with addressing the barriers faced by disabled people standing as candidates in the Senedd 2021 and Local Government 2022 Elections.

Business Wales Disability Entrepreneur Guide - production of guidance for business advisors working with disabled entrepreneurs.

Welsh Government Reserves & Reconstruction- additional funding awarded to extend the reach in Wales of the NET Covid-19 DPO Emergency Grants.

Welsh Government E Module Disability & Employment- development of Disability Equality Training e-module for employers.

Gwent Regional Partnership Board Domestic Abuse & People with Protected Characteristics- research into the experiences of disabled victims experiencing abuse and service providers; and production of report.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

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 2019	Resources expended	Balance at 1 April 2020	Movement in funds Incoming resources	Balance at 31 March 2021
	£	£	£	£	£
Bursary scheme	783	(751)	32	-	32
Campaigns	9,650	-	9,650	-	9,650
Legacies	156,949	-	156,949	-	156,949
Redundancy	58,499	-	58,499	-	58,499
	<u>225,881</u>	<u>(751)</u>	<u>225,130</u>	<u>-</u>	<u>225,130</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 2021

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.

17 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:

	2021 £	2020 £
Within one year	20,400	20,400
Between two and five years	15,300	15,300
	<u>35,700</u>	<u>35,700</u>

18 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 £700 (2020: £700) for its participation in voluntary sector partnership activities with Welsh Government represented by Rhian Davies. Disability Wales paid WCVA £nil (2020: £30) for membership. There were no amounts outstanding at the year end.

19 Pension Costs

The pension scheme is run by Leabold Financial Management. The total cost to the charity for employers' contributions to the scheme during the year was £12,243 (2020: £12,318).

Contributions due at the year end are £1,849 (2020: £nil).

20	Cash generated from operations	2021 £	2020 £
	Surplus for the year	105,622	44,668
	Adjustments for:		
	Investment income recognised in statement of financial activities	(29)	(1,282)
	Movements in working capital:		
	(Increase)/decrease in debtors	(38,406)	11,301
	Increase in creditors	45,367	19,093
	Cash generated from operations	<u>112,554</u>	<u>73,780</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

21 Analysis of changes in net funds

The charity had no debt during the year.