

Charity registration number 517391

Company registration number 1998621 (England and Wales)

DISABILITY WALES/ANABLEDD CYMRU
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

DISABILITY WALES/ANABLEDD CYMRU

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DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2022

Chair's Report

Disability Wales/Anabledd Cymru is the national association of disabled people's organisations in Wales.

During 2022 we have been celebrating 50 years of disabled people's achievements in Wales whilst recognising that we still have a long way to go to tackle the barriers faced by disabled people. You will see as you read through this year's trustees' report the sheer amount of work that has been achieved by our committed and dedicated team.

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy whilst striving to achieve the rights and equality of all disabled people. Our work has been delivered very differently during the pandemic. Our staff, directors and members have all adapted well to online working and we have been pleased to see that this has led to greater involvement of our members; we have held workshops, talks and webinars which have all been well attended. We have continued to work closely with Welsh Government and other public bodies, influencing policy - both in Wales and beyond.

The pandemic has highlighted the barriers to support and health inequalities faced by many disabled people which have been amplified by both the covid pandemic and the current cost of living crisis. Our work, which is set out in detail throughout the report, has had a big focus on not just recovery from Covid but also ensuring that the pandemic's effect on disabled people's lives are recognised. Covid has resulted in life-long impairments for many individuals who were hospitalised, and we need to be mindful that these people will now need support to navigate their rights as disabled people. We have a full work programme for the coming year. We are in the process of securing new premises that are more suited to the new models of working and which allow us to engage in more co-productive ways of working and continue to reach out and engage with our membership.

It has been a time of loss and grief for many people; we were very sad to lose our valued Board member, Simon Green, and also to hear of the tragic loss of our former director Judith Pennington. We also lost our longstanding friend and fellow campaigner, Vin West. At a Board level we were sad to say goodbye to our long-standing Chair Wendy Ashton and also our Treasurer Mandi Glover, who have both retired from the Board of Directors having given many years of service to Disability Wales, and we thank them both for all their hard work and commitment over the years.

I was honoured to be asked to take the role of Chair of the Board of Disability Wales and would like to say a personal thank you to Wendy and Mandi for all they taught me during my years as vice-chair, and also to all of our directors who give their time freely to support and further the work of Disability Wales. Our Staff Team continues to grow and we have welcomed Gillian Styles in her role as Finance and Compliance Manager. We all look forward to working with her.

I know I speak for all of the Directors when I send our sincere thanks to all of our members of staff for all their hard work and dedication to their roles. The fact that Disability Wales has been able to continue to grow during such challenging times is a testimony to their commitment to furthering the rights of disabled people.

Willow Caroline Holloway
Chair

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2022

Chief Executive's Report

As the Covid-19 Pandemic rolled into a second year requiring further lockdowns and other restrictions, Disability Wales continued to operate remotely with no let-up in delivering our core role of representing the views and priorities of members to government with the aim of informing and influencing policy.

The launch and promotion of several key publications in which we were closely involved in co-producing with members, enabled us to capture the experiences of disabled people to inform our findings and calls to action for achieving a more equal and inclusive society.

DW's Manifesto Bring us our Rights proved influential during the Senedd 2021 Elections which coupled with a series of high-profile online hustings and widespread support from members, secured cross-party commitment to our chief call for the new Welsh Government to incorporate the UNCRDP in Welsh law. This commitment to using the UNCRDP as the framework for creating policy and new legislation was confirmed by Welsh Government in its Programme for Government.

The publication of the unique report Locked-Out: liberating the lives and rights of disabled people beyond Covid-19 provided a further opportunity to highlight the heavy toll and ongoing impact of coronavirus on disabled people. In its response Welsh Government acknowledged the report findings and recommitted itself to using the Social Model of Disability as the organising principle for informing policy together with plans for incorporating the UNCRDP. Furthermore, it established a ministerial Disability Rights Taskforce to address the recommendations outlined in Locked-Out through a co-produced approach. DW is actively involved in shaping the work of the Taskforce as well as keeping members informed of developments and supported in taking part.

Whereas Locked-Out focussed on human rights breaches regarding Covid-19, wider issues were brought to light in our Civil Society Shadow Report on the Implementation of the United Nations Convention on the Rights of Disabled People (UNCRDP) in Wales. Through a survey of members, a call for evidence and intersectional focus groups delivered in partnership with Disabled People's Organisations and other stakeholders, we produced a richly detailed report for submission to the UN Committee on the Rights for Disabled People which will inform its review of UK Government's progress in implementing the Convention.

The co-productive approach involving All Wales People First, Fair Treatment for the Women of Wales, The FDF CIL in North Wales and Race Equality First enabled us to reach out to the diverse communities of disabled people and capture a wide variety of experiences to inform this significant report. Our overall conclusion is that while some progress has been made since the 2017 UN Review, in many areas there has been further regression in disabled people's rights. Specifically scant attention is paid to intersectional issues such as domestic abuse experienced by disabled women, discrimination against disabled people from Black and Minority Ethnic communities in health and social care and lack of access to services for LGBTQ+ disabled people.

A memorable comment from one respondent quoted in the Shadow Report is that for disabled people 'poverty is a fact of life'. These concerns have deepened as we are gripped by a cost-of-living crisis with alarming hikes in energy and food prices. As with Covid-19, this is another life-threatening matter for disabled people, many of whom rely on heating and electricity to maintain their health and essential equipment. In response we have focussed attention on gathering evidence from members and are raising concerns and calling for appropriate action at the highest level.

A key finding in the Locked-Out Report was that the lack of disabled people in decision making positions was a likely contributor to Covid-19 policies that failed to recognise the impact on our community. Meanwhile, the Shadow UNCRDP Report highlighted the introduction of the Access to Elected Office Scheme Wales as one of the few areas of progress. Having long lobbied for such a scheme, we were delighted to be able to pilot it on behalf of the Welsh Government for the Senedd and Local Government Elections.

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The Fund is designed to provide financial assistance to tackle the barriers faced by disabled people in standing for political office. Awards enabled candidates to purchase equipment, employ personal assistants and fund transport costs in connection with their campaigns. A series of Access to Politics events and the production of an inspiring video encouraged 18 applications to the Fund which was open to disabled people standing in both principal and community council elections. 13 candidates received awards with 6 being elected. We are seeking further funding to build on the initial success of the Fund and ensure even greater take-up at the next elections.

In partnership with WEN Wales, EYST and Stonewall, funding was secured from Welsh Government and the National Lottery Community Fund to run a ground-breaking mentoring programme Equal Power Equal Voice (EPEV). Aimed at greater diversity in public life, it provides mentoring and development programmes to people with protected characteristics including disabled people, who are interested in achieving positions in public life. 26 were selected for the DW cohort with many successfully achieving Board and other roles following the programme, thereby widening the pool of disabled influencers.

In addition to programmes aimed at disabled individuals, DW also fulfilled a key objective of supporting Disabled People's Organisations (DPOs) through distribution of £101K in grants to seven groups across Wales as well as delivery of training sessions in fundraising to the wider membership. The grants funded activities at grassroots level aimed at supporting independent living and tackling isolation, built on the Covid-19 Emergency Grants distributed previously. These small grants had a big impact, however, members regularly feedback to us the challenges in securing funding from other sources. An important goal for DW going forward is to raise awareness among funders about the unique role and needs of DPOs as a step towards their long-term financial sustainability.

Ensuring the robust governance and management of DW is as important an objective as our policy influencing and initiatives supporting members. The necessary move to remote working has served DW well, enabling us to recruit more widely from across Wales and among those who face barriers to working in a traditional office. Likewise online meetings have enabled greater participation among Board members, reducing travel and being more easily accommodated with other commitments. We are therefore delighted that our recent Investors in People Review identified our ability to adapt so well to circumstances as a mark of good practice.

As we celebrate our 50th Anniversary year, we are indebted to and offer heartfelt thanks to all who have served or supported the organisation in various capacities over the years. Although progress is slower than we could expect, nevertheless there have been significant changes in law and societal attitudes regarding disabled people since the 1970s. At DW we are proud to have played our part in these historic developments and in continuing to shape the future direction of disability rights and equality in Wales and beyond.

Rhian Davies
Chief Executive

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2022

Treasurer's Report

It gives me great pleasure to provide our members and partners our annual financial reports in what has again been a challenging year. The year saw the organisation continually apply lessons in how we work in a different way from, face to face meetings through to digital mediums but still enabling us to continue to make access equitable to all. We continue to have challenges in the certainty of core funding from partners but our effectiveness as an organisation in delivering projects has enabled us to confirm additional funding bids e.g. New Curriculum for Wales - UNCRDP Resources and Access to Elected Office giving rise to a successful year. We will build on this success to diversify and strengthen future funding streams.

The application of new ways of working has enabled us to contain our costs and with the timing of project delivery enabled us to have surplus for the year overall. This is outlined in more detail in our Financial Review within the Trustees' Report.

Throughout the year we have developed interim arrangements and continued to cover the vacant post of Finance Manager which was filled successfully in May 2022. The additional funding for projects delivery has also created a further three part-time, fixed term appointments.

Finally, I would like to highlight some thank-yous:

To my predecessor, Mandi Glover, for her many years as DW treasurer and the support over the years she has given me as a trustee

As a treasurer I would like to particularly thank the Chief Executive and Finance Team who have worked through all the numbers and compliance, ensuring that as a charity we operate to the highest standards to deliver our aims and objectives for our members

Kelvin Jones
Treasurer

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

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).

Vision

Disability Wales/Anabledd Cymru (DW) is the national association of disabled people's organisations in Wales striving to achieve the rights and equality of all disabled people

Objectives and activities

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.

Mission

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

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. Our achievements towards these aims are set out in this report.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2022

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

Objectives:

1. To represent the interests of disabled people in Wales to Welsh Government and other decision makers
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

Objectives:

1. To provide information, advice and support to member organisations
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

Objectives:

1. To lead and manage an effective and efficient organisation for the benefit of disabled people
2. To ensure sound and robust governance of the organisation
3. To innovate, develop and deliver a range of income generating services that benefit disabled people

DW's Values

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

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

FOR THE YEAR ENDED 31 MARCH 2022

Outcomes, Objectives, Achievements and Performance

Key Achievements

- Bring us our Rights Manifesto: secured Welsh Government commitment to incorporate UNCRDP in Welsh Law
- Publication of revised resource pack: Know Your Rights Use Your Rights Live Your Rights
- Co-ordination role in co-production of report Locked-Out: liberating the lives and rights of disabled people beyond Covid-19
- Launch of Equal Power Equal Voice Mentoring Programme in partnership with WEN Wales, EYST and Stonewall Cymru
- Publication of Civil Society Report on Implementation of UNCRDP in Wales

Outcomes and Activities by Strategic Aim

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

Senedd 2021 Elections: Bring Us Our Rights Manifesto

Ahead of the Senedd 2021 Elections, DW presented its Manifesto, Bring us our Rights at three online hustings each involving a five-strong panel of candidates representing the main political parties in Wales.

DW's Manifesto calls for incorporation of the UN Convention on the Rights of Disabled People (UNCRDP) in Welsh law and each event focussed on different Convention Articles including Article 8 - Raising Awareness of Disability Rights, Article 19 - Independent Living, Article 25 Health, Article 27 Employment and Article 28 - Adequate Standard of Living.

Attended by 113 participants in total, the events provided members with the opportunity to hear candidates respond to DW's Manifesto calls as well as put questions to them. Half of the panellists were subsequently elected to the Senedd including two appointed to the Cabinet.

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

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In addition to our own events, DW also partnered with WEN Wales, EYST and Stonewall Cymru in arranging an Equalities Hustings which attracted 72 participants and highlighted intersectional issues and concerns.

DW's call for UNCRDP incorporation secured cross-Party support at the Hustings, with three political parties pledging this in their Manifestos. It is now a commitment in the Welsh Government Programme and DW is working actively to ensure that this key priority for members is enacted.

Our Manifesto and related activities promoting it proved effective in securing key objectives including influencing policy makers and ensuring the voice of disabled people is heard.

Engagement Activities

Meet Disability Wales Webinars

Feedback from members indicated that they would like to know more about the work of Disability Wales and the roles of staff and Board as well as the history of the organisation.

A programme of four events was delivered, three aimed at introducing staff and the projects and initiatives that they work on, and one focussed on the roles and responsibilities of Directors. Attended by 135 participants, these events proved extremely popular and received excellent feedback from members who appreciated the opportunity to engage directly with staff and board members regarding how their work contributed to meeting DW's aims and objectives.

Thematic Engagement Events

The move to online events bought many opportunities to organise accessible events for members that would focus on subjects/topics that mattered most to them and would create positive results. These events, arranged in partnership with other organisations were very well received, with some members stating they were the first DW events they had attended, finding it much easier to access virtual events.

Hate Crime Information Session – after being made aware by members of an increase in hate crime being experienced by disabled people, we invited Victim Support and Gwent Police to run an online seminar to talk about what hate crime is, how to report it to the police, and the process involved if a person does not wish to report to police. Attended by 34 participants members reported that they felt more confident about knowing what to do about reporting hate crime incidents.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2022

A poll conducted among conference participants found that:

84% of participants thought that Covid-19 has had a negative impact on disabled people

83% of participants thought that disabled people's rights were not enforced very effectively

65% of participants were not very or at all optimistic that there would be progress regarding disabled people's rights and equality over the next 5 years

Several members expressed willingness to be involved with the Disability Rights Taskforce and the view overall is that it should work co-productively and tackle the lack of implementation of rights and equality at local level.

Research and Reports

Locked Out Report and Disability Rights Taskforce

DW was actively involved in the co-production of the report into the impact of coronavirus on disabled people - Locked-Out: liberating the lives and rights of disabled people beyond Covid-19. Believed to be the first report of its kind in the UK, it was commissioned by the then Deputy Minister and Chief Whip, Jane Hutt MS and written by Professor Debbie Foster. DW's Chief Executive chaired the Report Steering Group consisting of Disability Equality Forum members and other stakeholders.

Welsh Government acknowledged the report's findings and recommendations and published it in full. Locked-Out highlights 'the deep-rooted inequalities' exposed by the pandemic that disabled people in Wales will have experienced first-hand. The Report's influence is already apparent, accepting that the 'Social Model of Disability should be the organising principle for action', Welsh Government established a Minister led Task Force to respond to the findings and recommendations. Furthermore, it has confirmed the intention to incorporate the UNCRDP in Welsh law.

The First Minister Mark Drakeford MS addressed the inaugural meeting of the Taskforce. DW is represented on the main Taskforce as well as the thematic working groups. We delivered Social Model Training to Taskforce members to help with the process of embedding the model in the actions identified.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2022

Throughout the year we have highlighted Locked Out Report findings and the establishment of the Taskforce, at conferences and events, including the Cross Party Group on Disability.

Civil Society Shadow Welsh Report on the Implementation of the United Nations Convention on the Rights of Disabled People in Wales - Disability Wales

Disability Wales published a report on the implementation of disability rights in Wales to inform the United Nations Committee on Disability Rights' review into the implementation of the United Nations Convention on the Rights of Disabled People in the UK.

Via six focus groups attended by 126 participants, and an online survey to which there were over 50 respondents, disabled people from across Wales told us that, despite disability rights legislation being put in place in Wales, it is often not implemented effectively or has a limited impact on their lives.

Disabled people in Wales also reported concerns about institutional racism, poor access to suitable housing and difficulty accessing specific healthcare services they may need.

Across the UK, many disabled people spoken to directly blamed Westminster benefits policies for some of the biggest issues impacting disabled people's rights, such as high levels of poverty.

The report was conducted as part of a coalition with disabled people's organisations across the UK which was launched at the All Party Parliamentary Group on Disability. The Wales report was launched at the Senedd Cross Party Group on Disability, with speeches in response from the Minister for Social Justice Jane Hutt MS, Sioned Williams MS and Mark Isherwood MS.

Consultations

A key part of DW's influencing work includes responding on behalf of members to formal policy consultations issued by Welsh and UK Governments as well as Parliamentary Committees in Wales and Westminster.

Gathering views through surveys, focus groups and reports, DW has submitted written responses on a range of policy areas on devolved and reserved matters. These include broader issues such as the New Curriculum for Wales and the DWP Green Paper on Health and Disability as well as matters of direct relevance to disabled people such as Changing Places Toilets. The new Senedd Committees invited views on their priorities for the fifth term and, drawing on members concerns outlined in the Bring us our Rights Manifesto, we submitted responses accordingly.

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

FOR THE YEAR ENDED 31 MARCH 2022

EQuip

Funded by WCVA Volunteering Wales the EQuip Project ran from July 2021 to March 2022. It aimed to provide work placements for disabled students and increase capacity for the Disabled People's Organisations (DPOs) that hosted them. It aimed to work towards three of the Wellbeing of Future Generations Goals: A More Prosperous Wales, A More Equal Wales and A Wales of Vibrant Culture and Thriving Welsh Language. Two students were recruited and placed with DPOs.

Several events were held and six videos were produced to promote Disability Wales, EQuip and the rights of disabled students.

Student Placements at DW

Our aim at Disability Wales is to address the employment imbalance by improving the landscape for disabled people in the workplace. By supporting individuals at the start of their career journey, we hope to create sustainable change. Over the financial year, we hosted six student placements enabling us to be more inclusive by offering placements for individuals who may not be eligible for other programmes.

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
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Social Media and Communications

Our website attracted over 70,000 unique visitors with regular news and blog updates. There were 5,000 visits to our Social Model page alone. Our increased presence across the five main social media platforms reached over 50,000 people.

DW has been central in some major news pieces on mainstream media including pieces on the impact of Covid on disabled people and the Cost of Living Crisis. This exposure has given us the opportunity to engage directly with main broadcasters to discuss how we can work together to increase representation of disabled people, and the subjects that mean most to them

Know your Rights Use Your Rights Live your Rights

A revised Resource Pack was launched. This is a key element of DW's response to the pandemic and in support of the recovery and a more inclusive future. As well as providing information about legislation, it outlines several case studies whereby disabled people and their organisations have successfully argued their rights under the Equality Act (2010), the Public Sector Equality Duties and the UN Convention on the Rights of Disabled People. The outcome of this has been to influence the planning and delivery of national or local policies or to challenge decisions which threatened to undermine disabled people's equality and right to independent living.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2022

Strategic Objective 2:

To design and deliver training and development programmes for member groups

DPO Projects

Funded by Welsh Government, the DPO Projects Funding was used to provide 7 Disabled People's Organisations with a total of £101,000 to help with the loneliness/isolation and/or advocacy that disabled people faced during covid. We also delivered a programme of online events and workshops to support fundraising for Disabled People's Organisations.

UNCRDP Curriculum Project

Welsh Government funded; the aim of this project was to create materials to promote the United Nations Convention on the Rights of Disabled People (UNCRDP). After some research it was decided that the creation of materials should be directed at education to coincide with the new Curriculum for Wales; and the obligations that practitioners and education settings have for promoting the UNCRDP to learners.

A comprehensive practitioner (teacher) training pack has been produced which will promote many elements of the UNCRDP to learners including the social model and how every day events apply in different ways for disabled people to the convention. A series of lesson ideas have also been produced to aid practitioners.

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

Remote Working - moving forward from the pandemic our adaptation to remote and hybrid working has been so successful it has become embedded in our operations allowing us to engage with a wide audience in new ways. Our use of IT continues to evolve with a migration of key services to the Cloud.

Staff training – A programme of training is ongoing and includes training sessions on equality and diversity organised on a reciprocal basis with organisations including: EYST, Race Equality First, Neurodiversity Matters, Stonewall Cymru, and Unique Transgender

Strategic Objective 2:

To ensure sound and robust governance of the organisation

Board Structure

During the year DW bid farewell to long standing board members including the Chair and Treasurer. In the resulting restructure these positions were taken up by experienced trustees and additional vacancies were filled by recruitment.

Staff Wellbeing - Time to Change Wales: DW signed a pledge and developed an Action Plan to support mental health at work.

Time to Change Wales is the first all Wales campaign to end the stigma faced by people who have a mental health condition. Organisations can undertake a pledge in which they promise to reduce and challenge stigma as well as ensuring staff wellbeing is a priority.

Strategic Objective 3:

To innovate, develop and deliver a range of income generating services that benefit disabled people

WCVA Third Sector Resilience Fund: successful application which will allow DW to develop its training and consultancy capacity. This will build on the existing portfolio of training, which includes Social Model training contracted for by the Disability Rights Taskforce.

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

FOR THE YEAR ENDED 31 MARCH 2022

Financial review

- Initial uncertainty over extent of funding available particularly from Welsh Government
- Subsequent confirmation of funding and additional successful bids e.g. New Curriculum for Wales - UNCRDP Resources and Access to Elected Office gave rise to a successful year
- Containment of costs and timing of project delivery gave rise to a surplus for the year overall.

Staffing

Interim arrangements continued to cover the vacant post of Finance Manager

A further three part-time, fixed term appointments were made to facilitate the delivery of new projects.

Project delivery

The following projects were concluded, or substantially completed successfully before the end of the year:

- National Lottery Community Fund Emerging Futures: Unlocked Lives Video
- National Emergencies Trust: DPO Covid-19 Emergency Grants
- WG Reserves & Reconstruction: DPO Covid-19 Emergency Grants
- Welsh Government: Access to Elected Office Fund Wales
- WCVA Wales Volunteering Grant: EQuip
- EHRC: UNCRDP Civil Society Shadow Reporting
- Welsh Government: DPO Grants
- Welsh Government: Disability Rights Taskforce Social Model Training
- Welsh Government Voter Registration Grant: Video Project with Young Disabled People

The following projects are continuing beyond the end of the year:

- Access to Elected Office
- New Curriculum for Wales - UNCRDP Resources

Changes in delivery costs

- The move to online engagement activities has become more firmly embedded in DWs ongoing activities which has continued to save 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

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

FOR THE YEAR ENDED 31 MARCH 2022

Fundraising and Income Generation

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, which has since been extended to March 2023.

Reserves policy

Disability Wales needs reserves to:

- Meet contractual liabilities should the organisation ever need to undergo a significant structural re-organisation. This includes redundancy pay, amount due to creditors and commitments under leases.
- Meet unexpected costs such as: staff cover, for example illness, maternity leave, parental leave and legal costs defending the charity's interest.
- Replace resources as they wear out or become obsolete.
- 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

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.

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 and future developments.
- The organisation's contractual commitments e.g., staffing, rent, etc.

The charity recorded an overall surplus for the year of £54,451 split between an unrestricted surplus of £66,306 and a restricted deficit of £11,855. The reserves totalled £537,879 which consists of unrestricted reserves of £448,020 and restricted reserves of £89,859. The free reserves of the charity totalled £448,020 as the target level set by the trustees includes the designation of the various funds. The reserves currently exceed the target level set by the trustees. 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.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2022

Risk Management

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

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

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

A selection of Potential Risks:

Governance

Potential Risk	Potential Impact	Steps to mitigate risk
Board of Directors lack relevant skills or commitment	<ul style="list-style-type: none"> • charity becomes moribund or fails to deliver 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

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

FOR THE YEAR ENDED 31 MARCH 2022

Financial

Potential Risk	Potential Impact	Steps to mitigate risk
Funding Risk	<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
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, prudent cash flow projections • identify major sensitivities • ensure adequate information flow from managers • monitor arrangements and reporting

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 has focussed the organisation's attention on reducing overheads, most notably rent and a review of premises options has been undertaken. It is likely that in future DW will operate from shared office space which will allow greater flexibility and opportunities for collaboration with other complementary organisations.

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
- Utilise funding from the WCVA Third Sector Resilience Fund to further develop DW's training and consultancy service.

DISABILITY WALES/ANABLEDD CYMRU

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

FOR THE YEAR ENDED 31 MARCH 2022

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 2022

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 – to 14 March 2022 Anne Champ John Gladston Amanda Glover – to 26 March 2022 Simon Green – to 14 March 2022 Caroline Holloway Kelvin Jones Trevor Palmer Angharad Price – from 20 October 2021 Deborah Shaffer - from 20 October 2021 Cunqiang Shi- from 20 October 2021
Secretary	Rhian Davies
Key management personnel	Rhian Davies - Chief Executive Miranda Evans - Policy and Public Affairs Manager Gillian Styles – Finance & Compliance Manager

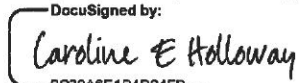
Auditor

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 2022

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

DocuSigned by:



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C E Holloway - Chair
Trustee

Dated: 19 October 2022

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

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

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

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

DISABILITY WALES/ANABLEDD CYMRU

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

Opinion

We have audited the financial statements of Disability Wales/Anabledd Cymru (the 'charity') for the year ended 31 March 2022 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 2022 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.

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.



Azets Audit Services

1-12-2022
.....

**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 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 2022**

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	3	280,436	-	280,436	272,445	5,060	277,505
Charitable activities	4	22,445	302,915	325,360	498	273,772	274,270
Investments	5	352	-	352	29	-	29
Total income		303,233	302,915	606,148	272,972	278,832	551,804
Expenditure on:							
Charitable activities	6	229,407	322,290	551,697	228,858	217,324	446,182
Net incoming/(outgoing) resources before transfers		73,826	(19,375)	54,451	44,114	61,508	105,622
Gross transfers between funds		(7,520)	7,520	-	(1,880)	1,880	-
Net income/(expenditure) for the year/ Net movement in funds		66,306	(11,855)	54,451	42,234	63,388	105,622
Fund balances at 1 April 2021		381,714	101,714	483,428	339,480	38,326	377,806
Fund balances at 31 March 2022		448,020	89,859	537,879	381,714	101,714	483,428

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 2022**

	Notes	2022 £	£	2021 £	£
Current assets					
Debtors	11	129,368		42,524	
Cash at bank and in hand		441,691		518,793	
		571,059		561,317	
Creditors: amounts falling due within one year	12	(33,180)		(77,889)	
Net current assets			<u>537,879</u>		<u>483,428</u>
Income funds					
Restricted funds	13		89,859		101,714
<u>Unrestricted funds</u>					
Designated funds	14	225,130		225,130	
General unrestricted funds		222,890		156,584	
			<u>448,020</u>		<u>381,714</u>
			<u>537,879</u>		<u>483,428</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 2022, although an audit has been carried out under section 145 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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 19 October 2022.

DocuSigned by:

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CE Holloway - Chair of Trustees

Company Registration No. 1998621

DISABILITY WALES/ANABLEDD CYMRU**STATEMENT OF CASH FLOWS****FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	20		(77,454)		112,554
Investing activities					
Investment income received		352		29	
Net cash generated from investing activities			352		29
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(77,102)		112,583
Cash and cash equivalents at beginning of year			518,793		406,210
Cash and cash equivalents at end of year			441,691		518,793

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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 31st March 2022.

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 2022

1 Accounting policies

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

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

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

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

1.5 Resources expended

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

1.7 Financial instruments

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

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

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

Basic financial assets

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

Derecognition of financial assets

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

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.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds	Unrestricted funds	Restricted funds	Total
	2022	2021	2021	2021
	£	£	£	£
Donations and gifts	856	51	5,060	5,111
Grants receivable	278,800	270,654	-	270,654
Subscriptions	780	1,740	-	1,740
	<u>280,436</u>	<u>272,445</u>	<u>5,060</u>	<u>277,505</u>
Grants receivable for core activities				
Welsh Government core grant	278,800	269,954	-	269,954
WCVA grant	-	700	-	700
	<u>278,800</u>	<u>270,654</u>	<u>-</u>	<u>270,654</u>

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

4 Charitable activities

	2022 £	2021 £
Development and training	22,445	5,292
Grants	302,915	268,978
	<u>325,360</u>	<u>274,270</u>
Analysis by fund		
Unrestricted funds	22,445	498
Restricted funds	302,915	273,772
	<u>325,360</u>	<u>274,270</u>
Grants		
Big Lottery Wales Innovation Grant: CDCC	19,997	-
WCVA	17,749	-
Big Lottery UK: DRILL	-	10,372
Womens Equality Network	17,848	-
Welsh Government - DPO Fund	135,000	-
Welsh Government EU Transition Fund	-	30,914
Endeavour Project	-	5,000
Welsh Government Voter Registration	11,803	-
United Nations Convention on the Rights of Persons with Disabilities	35,000	-
Big Lottery - Emerging Future	-	23,500
National Emergencies Trust	-	42,591
DRILL - Webinars	-	5,000
Access to Elected to Office Fund	48,225	25,526
Welsh Government Social Model	17,293	15,000
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	-	-
	<u>302,915</u>	<u>268,978</u>

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

5 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	<u>352</u>	<u>29</u>

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

6 Charitable activities	Information/	Development	Policy &	Total	Information/	Development	Policy &	Total	Information/	Development	Policy &	Total
	publications	& training	consultation	2022	publications	& training	consultation	2022	publications	& training	consultation	2021
	£	£	£	£	£	£	£	£	£	£	£	£
Staff costs	39,367	39,367	221,713	300,447	10,164	10,164	219,386	300,447	10,164	10,164	219,386	239,714
Advertising	536	536	1,508	2,580	184	184	184	2,580	184	184	184	552
Communication and transcriptions	1,805	1,805	36,227	39,837	9,160	9,160	9,160	39,837	9,160	9,160	9,160	27,480
Office	2,717	2,717	2,717	8,151	803	803	803	8,151	803	803	803	2,409
Project expenses	-	-	22,483	22,483	-	-	-	22,483	-	-	21,819	21,819
Subscriptions	407	407	407	1,221	1,086	1,086	1,086	1,221	1,086	1,086	1,086	3,258
Sundry	519	519	519	1,557	2,131	2,131	2,131	1,557	2,131	2,131	2,131	6,393
Telephone	1,486	1,486	1,486	4,458	1,720	1,720	1,720	4,458	1,720	1,720	1,720	5,160
Travel and subsistence	187	187	187	561	2,051	2,051	2,051	561	2,051	2,051	2,051	6,153
Website and design rebrand	608	608	608	1,824	-	-	-	1,824	-	-	-	-
	47,632	47,632	287,855	383,119	27,299	27,299	258,340	383,119	27,299	27,299	258,340	312,938
Grant funding of activities (see note 7)	33,628	33,628	33,659	100,915	22,372	22,372	22,371	100,915	22,372	22,372	22,371	67,115
Share of support costs (see note 8)	15,831	15,831	19,466	51,128	15,292	15,291	15,291	51,128	15,292	15,291	15,291	45,874
Share of governance costs (see note 8)	5,512	5,512	5,511	16,535	6,751	6,752	6,752	16,535	6,751	6,752	6,752	20,255
	102,603	102,603	346,491	551,697	71,714	71,714	302,754	551,697	71,714	71,714	302,754	446,182
Analysis by fund												
Unrestricted funds	102,603	102,603	24,201	229,407	71,714	71,714	85,430	229,407	71,714	71,714	85,430	228,858
Restricted funds	-	-	322,290	322,290	-	-	217,324	322,290	-	-	217,324	217,324
	102,603	102,603	346,491	551,697	71,714	71,714	302,754	551,697	71,714	71,714	302,754	446,182

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

7 Grants payable	Information/ publications 2022		Development & training 2022		Policy & consultation 2022		Total 2022		Information/publications 2021		Development & training 2021		Policy & consultation 2021		Total 2021	
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Grants to institutions (8 grants):																
Pembrokeshire People's First	4,170		4,170		4,170		4,170	12,510	2,807		2,806		2,806	8,419		
British Deaf Association	4,972		4,972		4,972		4,972	14,916	5,810		5,810		5,810	17,430		
RCT People First	5,000		5,000		5,000		5,000	15,000	8,656		8,656		8,656	25,968		
Self-Able	4,527		4,527		4,527		4,527	13,581	500		500		500	1,500		
Disability Can Do	5,000		5,000		5,000		5,000	15,000	1,666		1,667		1,666	4,999		
Disability Arts Cymru	4,442		4,442		4,442		4,442	13,326	2,933		2,933		2,933	8,799		
Aubergine Cafe	4,998		4,998		4,998		4,998	14,994	-		-		-	-		
	<u>33,109</u>		<u>33,109</u>		<u>33,109</u>		<u>33,109</u>	<u>99,327</u>	<u>22,372</u>		<u>22,372</u>		<u>22,371</u>	<u>67,115</u>		
Grants to individuals (5 grants)	519		519		519		550	1,588	-		-		-	-		
	<u>33,628</u>		<u>33,628</u>		<u>33,628</u>		<u>33,659</u>	<u>100,915</u>	<u>22,372</u>		<u>22,372</u>		<u>22,371</u>	<u>67,115</u>		

DISABILITY WALES/ANABLEDD CYMRU**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2022****8 Support costs**

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Bank charges	142	-	142	1,576	-	1,576
Cleaning	2,492	-	2,492	677	-	677
IT costs	16,214	-	16,214	17,595	-	17,595
Light and heat	1,800	-	1,800	1,353	-	1,353
Premises	30,480	-	30,480	24,673	-	24,673
Audit fees	-	5,492	5,492	-	5,492	5,492
Accountancy	-	6,502	6,502	-	5,912	5,912
Cost of trustees' meetings	-	1,020	1,020	-	5,038	5,038
Professional fees	-	3,521	3,521	-	3,813	3,813
	<u>51,128</u>	<u>16,535</u>	<u>67,663</u>	<u>45,874</u>	<u>20,255</u>	<u>66,129</u>
Analysed between Charitable activities	<u>51,128</u>	<u>16,535</u>	<u>67,663</u>	<u>45,874</u>	<u>20,255</u>	<u>66,129</u>

9 Trustees

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

Included in the cost of trustees meetings is an amount of £nil (2021: £nil) 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 (2021: none) were paid in the year, in relation to travel, subsistence and accommodation.

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
Service delivery	9	5
Administration	2	2
	<u>11</u>	<u>7</u>

Employment costs

	2022	2021
	£	£
Wages and salaries	265,623	211,392
Social security costs	20,873	16,079
Other pension costs	13,951	12,243
	<u>300,447</u>	<u>239,714</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 £117,729 (2021 - £118,066).

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

11 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	32,547	6,052
Other debtors	94,337	-
Prepayments and accrued income	2,484	36,472
	<u>129,368</u>	<u>42,524</u>

12 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	27,949	372
Other creditors	-	1,849
Accruals and deferred income	5,231	75,668
	<u>33,180</u>	<u>77,889</u>

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

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:

	Balance at 1 April 2020		Movement in funds		Balance at 1 April 2021		Movement in funds		Balance at 31 March 2022	
	£	£	Resources expended	Incoming resources	Resources expended	Incoming resources	Revaluations, gains and losses	Revaluations, gains and losses	Resources expended	Incoming resources
Big Lottery Wales Innovation Grant:										
CDCC	1,497	-	-	-	1,497	-	-	-	-	-
Fawcett Society	2,881	-	-	-	2,881	-	-	-	-	-
Big Lottery UK: DRILL	6,937	10,372	(9,160)		8,149	-	-	-	-	-
DRILL Capacity Building	11,175	-	(1,500)		9,675	-	-	-	-	-
In Control - Holding Account	3,217	-	-		3,217	-	-	-	-	-
DRILL Ethics Committee	3,854	-	-		3,854	-	-	-	-	-
WCVA Wales Volunteering Grant	-	-	-		-	17,748	-	(17,748)	-	-
NLCF - Equal Power Voice	-	-	-		-	17,848	-	(17,848)	-	-
UNCRDP Civil Social Reporting	-	-	-		-	19,997	-	(16,011)	(3,986)	-
New Curriculum for Wales - UNCRDP Resources	-	-	-		-	35,000	-	(7,138)	-	-
DPO Grants	-	-	-		-	135,000	-	(136,536)	1,536	-
	29,561	10,372	(10,660)		29,273	225,593	-	(195,281)	(2,450)	-
										57,135

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

13 Restricted funds	Balance at 1 April 2020	Movement in funds			Balance at 1 April 2021	Revaluations, gains and losses	Movement in funds			Balance at 31 March 2022	
		Incoming resources	Resources expended	Transfers			Incoming resources	Resources expended	Transfers		Revaluations, gains and losses
	£	£	£	£	£	£	£	£	£	£	
Tai Pawb Housing	2,200	-	-	-	2,200	-	-	-	-	-	2,200
Welsh Government- Social Model Workshop	-	15,000	(15,000)	-	-	-	-	-	-	-	-
Welsh Government- EU Transition Fund	1,455	30,914	(16,871)	-	15,498	-	-	(144)	-	-	15,354
Endeavour Project	5,110	10,060	-	-	15,170	-	-	-	-	-	15,170
Big Lottery Fund - Emerging Futures	-	23,500	(15,310)	-	8,190	-	-	(7,750)	(440)	-	-
National Emergencies Trust (NET)	-	42,591	(30,793)	-	11,798	-	-	(11,798)	-	-	-
DRILL - Webinars Business Wales	-	5,000	(6,880)	-	-	1,880	-	-	-	-	-
Remote Working Welsh Government	-	3,744	(3,744)	-	-	-	-	-	-	-	-
Access to Elected to Office Fund	-	26,576	(26,576)	-	-	-	48,226	(56,919)	8,693	-	-
	38,326	167,757	(125,834)	-	82,129	1,880	273,819	(271,892)	5,803	-	89,859

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

13 Restricted funds	Balance at 1 April 2020	Incoming resources	Movement in funds			Balance at 1 April 2021	Incoming resources	Movement in funds			Balance at 31 March 2022
			Resources expended	Transfers	Revaluations, gains and losses			Resources expended	Transfers	Revaluations, gains and losses	
	£	£	£	£	£	£	£	£	£	£	£
Business Wales Disability Entrepreneur Guide	-	4,999	(4,999)	-	-	-	-	-	-	-	-
Welsh Government Reserves & Reconstruction	-	99,864	(80,279)	-	19,585	-	(21,302)	1,717	-	-	-
Welsh Government. E Module Disability & Employment	-	3,212	(3,212)	-	-	-	-	-	-	-	-
Gwent Regional Partnership Board	-	-	-	-	-	-	-	-	-	-	-
Domestic Abuse & People with Protected Characteristics	-	3,000	(3,000)	-	-	-	-	-	-	-	-
WG Social Model Voter Registration Grant	-	-	-	-	-	17,294	(17,294)	-	-	-	-
	-	-	-	-	-	11,802	(11,802)	-	-	-	-
	<u>38,326</u>	<u>278,832</u>	<u>(217,324)</u>	<u>-</u>	<u>101,714</u>	<u>302,915</u>	<u>(322,290)</u>	<u>7,520</u>	<u>-</u>	<u>-</u>	<u>89,859</u>

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

13 Restricted funds

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.

WCVA Wales Volunteering Grant - Equip project supporting work placements for disabled students.

NLCF - Equal Power Voice programme to increase diversity of representation in public and political life in Wales.

UNCRDP Civil Social Reporting - report on the implementation of disability rights in Wales to inform the United Nations Committee on Disability Rights' review into the implementation of the United Nations Convention on the Rights of Disabled People in the UK.

New Curriculum for Wales - UNCRDP Resources - project to create materials to promote the United Nations Convention on the Rights of Disabled People (UNCRDP).

DPO Grants - funding used to provide Disabled People's Organisations with a grants to help with the loneliness/isolation and/or advocacy that disabled people faced during covid.

Tai Pawb Housing- Accessible social housing project.

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 2022

13 Restricted funds

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.

WG Social Model - delivery of training on the Social Model.

Voter Registration Grant - campaign to encourage disabled people to register to vote.

DISABILITY WALES/ANABLEDD CYMRU**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2022****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:

	Movement in funds		Movement in funds		
	Balance at 1 April 2020	Incoming resources	Balance at 1 April 2021	Incoming resources	Balance at 31 March 2022
	£	£	£	£	£
Bursary scheme	32	-	32	-	32
Campaigns	9,650	-	9,650	-	9,650
Legacies	156,949	-	156,949	-	156,949
Redundancy	58,499	-	58,499	-	58,499
	<u>225,130</u>	<u>-</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 when incurred in relation to this fund.

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

15 Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Total	
	2022	£	2022	£	2022	£	2021	£
Fund balances at 31 March 2022 are represented by:								
Current assets/(liabilities)	222,890		225,130		89,859		101,714	483,428
	<u>222,890</u>		<u>225,130</u>		<u>89,859</u>		<u>101,714</u>	<u>483,428</u>

DISABILITY WALES/ANABLEDD CYMRU**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2022****16 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:

	2022 £	2021 £
Within one year	15,300	20,400
Between two and five years	-	15,300
	<u>15,300</u>	<u>35,700</u>

17 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 members is limited to £1 each.

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, which Rhian Davies is a director of, paid Disability Wales £8,874 (2021: £700) for its participation in voluntary sector partnership activities with Welsh Government represented by Rhian Davies. There were no amounts outstanding at the year end.

19 Pension Costs

The pension scheme is run by Royal London. The total cost to the charity for employers' contributions to the scheme during the year was £13,951 (2021: £12,243). Contributions due at the year end are £nil (2021: £1,849).

20 Cash generated from operations

	2022 £	2021 £
Surplus for the year	54,451	105,622
Adjustments for:		
Investment income recognised in statement of financial activities	(352)	(29)
Movements in working capital:		
(Increase) in debtors	(86,844)	(38,406)
(Decrease)/increase in creditors	(44,709)	45,367
Cash (absorbed by)/generated from operations	<u>(77,454)</u>	<u>112,554</u>

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

21 Analysis of changes in net funds

The charity had no debt during the year.