

**Charity registration number 517391**

**Company registration number 1998621 (England and Wales)**

**DISABILITY WALES/ANABLEDD CYMRU**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

# DISABILITY WALES/ANABLEDD CYMRU

## CONTENTS

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	<b>Page</b>
Chair, CEO and Treasurer Statement	1 - 3
Trustees' report	4 - 12
Independent examiner's report	13
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17 - 33

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# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

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### Chair's Report

During the last year we have been critical in raising the perspective of disabled people by highlighting the effects of the cost of living crisis through our report *Barely Surviving - the impact of the Cost of Living Crisis* and by our work alongside Disability Rights UK, Inclusion Scotland and Disability Action Northern Ireland contributing as Core Participants in Module 2B of the Covid Enquiry – giving us the platform to highlight the devastating impact of the response to the Covid pandemic on the lives of disabled people.

DW and its members played an active role in the Disability Rights Taskforce and its Working Groups, contributing to the development of recommendations on a wide range of issues including Health and Well-being, Accessible and Affordable Housing and Access to Justice, aimed at informing and influencing future policy.

We continued to promote the Social Model of Disability – both through direct provision of training to Welsh Government and to organisations, including those in the third and educational sectors and through media coverage. We responded to topical issues as they arose through the year from transport to access to health services. Our annual conference focussed on the representation of disabled people in the media and was again delivered successfully on a hybrid basis.

We also held a summit to bring together some of our member DPOs, with an emphasis on those based in North Wales, with CVCs and potential funders to discuss the challenges facing our sector. This successful event will provide valuable input to our strategic planning discussions, which will be taking place over the coming months.

With thanks to my fellow Directors for their commitment and valuable contribution to the Board as well as to our wonderful staff team for their passion and dedication to progressing the rights and equality of disabled people. All our people, both paid and unpaid, demonstrate an enormous level of personal and professional commitment to keeping a wide range of issues in the public eye. Our report highlights how a very small team of people delivers a huge volume of high quality work that underpins our significant success.

Willow  
CE Holloway  
Chair

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

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### Chief Executive's Report

During another challenging year for disabled people where the cost-of-living crisis added to the long-term impact of austerity, and the pandemic in exacerbating poverty and inequality, DW continued to pursue our aim of **influencing policy and decision makers at all levels on behalf of members**. These included utilising some high-profile opportunities to call policy makers to account such as the review of UK Government implementation of the Convention of the Rights of Disabled People at the UN in Geneva, as well as at the Covid-19 Inquiry Hearings in Cardiff. Moreover, our influential report into the impact of the cost-of-living crisis *Barely Surviving*, which drew on members experiences, was presented to Welsh Government ministers and Senedd Members at meetings and briefing events and helped inform policy and budgetary discussions.

Despite the challenging context, we continued to actively contribute towards DW's aim to **develop and support the work of Disabled People's Organisations (DPOs)**. This included provision of vital information to support members during the cost-of-living crisis via new website pages, social media activity and our monthly e-news. We brought members together with media organisations through successful delivery of our popular hybrid annual conference *Challenging Stereotypes, Changing Society: Disabled People and the Media*. Furthermore, we arranged our first in-person event in North Wales since the pandemic – the DPO North Wales Summit. It provided a memorable opportunity to showcase the valuable work of local DPOs to funding bodies and discuss their needs for capacity building.

Our strategic objective of **designing and delivering training and development programmes for members** was met through a series of 5 online events on the Social Model of Disability, which reached 213 participants. Moreover, the final year of the *Equal Power Equal Voice* Mentoring Programme, run in partnership with Women's Equality Network Wales, EYST and Stonewall Cymru, recruited a record 38 disabled people to participate in a transformative programme of events, visits and mentoring opportunities aimed at achieving greater diversity in public life.

Our exciting work with the National Trust, involved training for 52 volunteers from DPOs in providing feedback on access and inclusion at 10 historic properties around Wales from Plas Newydd in Ynys Mon to Dyffryn Gardens in the Vale.

My thanks and appreciation as ever for the support, dedication and hard work of DW's Directors and Staff.

Rhian Davies  
Chief Executive

# **DISABILITY WALES/ANABLEDD CYMRU**

## **CHAIR, CEO AND TREASURER STATEMENT FOR THE YEAR ENDED 31 MARCH 2024**

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### **Treasurer's Report**

The current times are undoubtedly some of the most challenging the third sector have ever faced, with rising costs, shortage of funds available to the sector and highly competitive bidding processes. While DW is not insulated from these pressures, our historical reserves are proving to be an invaluable resource in maintaining our commitment to influencing policy to ensure the rights of disabled people are recognised and upheld.

We are fortunate in having the resources available to reposition our organisation and develop new strategies to continue our work in the face of the rising challenges. We are looking forward to our strategic planning process which will be taking place over the coming months.

As Treasurer I would like to thank fellow trustees, the Chief Executive and Staff Team who have worked to ensure 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 2024

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The trustees present their annual report and financial statements for the year ended 31 March 2024.

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

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.

### 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.

### 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.

### 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:

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

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

- To lead and manage an effective and efficient organisation for the benefit of disabled people
- To ensure sound and robust governance of the organisation
- 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

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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### Outcomes, Achievements and Performance

#### Key Achievements

- Cost-of-Living Survey and Focus Group events leading to publication of *Report launch - Barely Surviving: The Impact of the Cost-of-Living Crisis on Disabled People in Wales - Disability Wales*
- Representation and Consultation on a wide range of policy issues
- Extensive media coverage on radio and television, DW featured/contributed to several high-profile stories
- Promotion of Social Model of Disability including development of a toolkit
- Core Participation in Covid-19 Inquiry Module 2b (Wales)
- Participation in Disability Rights Taskforce
- Partnership role in delivery of Equal Power Equal Voice Mentoring Programme
- Annual Conference and a DPO Summit
- Representation at UN Geneva for review of UK Government implementation of UNCRDP

#### Outcomes and Activities

##### ***Cost of Living - Barely Surviving: The Impact of the Cost-of-Living Crisis on Disabled People in Wales***

The cost-of-living crisis has continued to be a key focus for our efforts due to the disproportionate effect on disabled people. During the year we have collated evidence, including from surveys and focus groups involving disabled people, and published a comprehensive report *Barely Surviving: The Impact of the Cost-of-Living Crisis on Disabled People in Wales*. The report highlights the key areas of concern over the rising and disproportionate cost of housing, heating and other household bills along with transport and other costs. The impact on disabled people's lives is made clear including the difficult choices people are having to make to live their daily lives which impact their physical and mental wellbeing, and the struggles they face to find and access the available support. The key recommendations of the report are for UK and Welsh governments to put their Disability Rights Action Plan into effect as soon as possible and to include ideas from the UN Convention on the Rights of Disabled People, in addition to providing financial and training support for Disabled People's Organisations across Wales. This will allow disabled people to work together with government to change the way that benefits work.

*Barely Surviving* has already proved to be having a significant impact, a delivery event at the Senedd led to briefing discussions with three Ministers and six Senedd Members and the findings from the report have been used to inform Senedd Committees.

#### **Consultations and representation**

As part of our work to represent the interests of disabled people in Wales, DW engaged in consultations and representation during the year which included:

#### **Consultation**

- One network, one timetable, one ticket: planning buses as a public service for Wales.
- Disabled Children's Access to Education and Childcare – written and oral evidence was provided informed by engagement with disabled children, parents and school visits via Rights Here Rights Now UNCRDP Curriculum Project.
- Diversity in Local Government – oral evidence informed by data gathered via the Access to Elected Office Fund.
- The Elections and Elected Bodies (Wales) Bill – written and oral evidence informed by data gathered via the Access to Elected Office Fund.
- Workplace Capability Assessments: Activities and Descriptors – Written submission informed by testimony of members.
- Special Inquiry into the Implementation of the United Nations Convention on the Rights of Disabled People - Written submission and oral evidence to the UN Committee on the Rights of Disabled People.

## **DISABILITY WALES/ANABLEDD CYMRU**

### **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

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#### **Representation:**

- Disability Rights Taskforce: Including Chair of Independent Living: Social Care Working Group
- Secretariat of Cross Party Group on Disability
- National Care Service Expert Advisory Group
- Human Rights Advisory Group - Legislative Options Working Group
- Third Sector Partnership Council
- Disability Equality Forum
- Mainstreaming Equality and a Just Transition to Net Zero Evidence Panel
- National Advice Network Wales
- Fuel Poverty Advisory Group
- Benefits for disabled people working group
- Access to Work Stakeholders Forum
- National Care Service Expert Advisory Group
- Continuing Healthcare and Direct Payments working group
- Independent Users Trust
- Digital Inclusion and Skills Programme Board
- Pavement Parking Taskforce
- Evidence to two Senedd Committees: Education, Children and Young People Committee and Local Government and Housing Committee
- Commonwealth Roundtable on Advancing the Rights of Persons with Disabilities: presentation on Rights Here Rights Now project re UNCRDP in the Curriculum
- Meeting with Deputy Minister for Social Services to discuss concerns re proposals to increase maximum weekly charges

#### **Mainstream Media and Social Media Coverage**

DW has built on its already very positive media profile which includes:

- Staff engaging in radio and tv presentations and interviews in both English and Welsh
- Regular blog posts
- Social media highlights videos
- Twitter stories and comments
- Monthly newsletter
- Regular updates to our website

Particularly successful stories included:

- Coverage of our Core Participation in Covid-19 Inquiry
- #Talk Disability Media coverage on BBC Wales, DW featured/contributed to several high-profile stories including on employment issues and shortage of PAs
- Mainstream Media coverage re lack of accessible housing for young disabled people (BBC Wales Live, Good Morning Wales)
- Over 400 You Tube views of live streamed Annual Conference
- Disability News Service Article about Annual Conference with widespread circulation on social media
- Participation in S4C Programme 'Pawb a'i Farn' debating disability issues
- Interview for ITV Wales re Impact of Christmas on disabled people
- Media coverage re consultation on increasing maximum social care charge

#### **Promotion of Social Model of Disability**

Promotion of the Social Model, increasing understanding and incorporation of its concepts within society is fundamental to the achievement of our strategic aims. We have continued our work through:

- Representation on Social Model Working Group
- Development of DW's Social Model Factsheet and Toolkit
- Disability Equality and Social Model Training provided to third party organisations.
- Social Model Training for Disability Rights Taskforce: continued delivery of training to all members.

#### **Core Participation in Covid-19 Inquiry**

Participation in the Covid-19 Wales Public Hearings (Module 2b) in February 2024 resulted in widespread media coverage.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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Building on the co-produced 2021 report *Locked-Out: Liberating disabled people's lives and rights in Wales beyond Covid-19* DW represented the interests and concerns of Disabled People's Organisations regarding the devastating impact of Covid-19 on disabled people in Wales including:

- Loss of social care support and rights to assessment
- Lack of access to food and other essentials
- Fear and anxiety about blanket application of 'Do not attempt resuscitation' notices
- Restricted access to healthcare and support with long-term conditions

Most shocking of all was the very high deathrate from Covid-19 among disabled people in Wales comprising almost 7 out of 10 deaths, compared to almost 6 out of 10 across the UK.

*Working alongside Disability Rights UK, DW highlighted the "mass death and real suffering" experienced by Disabled people in Wales during the pandemic and said that despite the Welsh Government's awareness of the risks, it failed to properly plan for the crisis resulting in: "lack of access to food and essential resources, collapse of health, care and independent living services, and the suspension of Disabled people's rights."*

Written witness statements were submitted in relation to:

Module 1 Resilience and Preparedness

Module 2 Core UK Decision Making and Preparedness

Module 2 b Wales

Module 3 Impact of Covid-19 on Healthcare Systems in the four nations of the UK

Module 4 Vaccines and Therapeutics

#### **Equal Power Equal Voice Mentoring Programme**

Equal Power Equal Voice (EPEV) is a partnership between Women's Equality Network (WEN) Wales, Stonewall Cymru, Disability Wales, and Ethnic Minorities & Youth Support Team (EYST) Wales.

Launched in 2021, it is a mentoring programme aiming to increase diversity of representation in public and political life in Wales, funded by the National Lottery Community Fund and Welsh Government.

#### **Events**

##### **Annual Conference**

For the second year running DW were able to run a highly successful annual conference and AGM as a hybrid event – the in-person event was held at Glamorgan County Cricket Club and the whole proceedings were streamed on-line allowing access to people from across Wales and beyond. Themed "Challenging Stereotypes, Changing Society: Disabled People and the Media" and with contributions from the Minister for Social Justice and the Deputy Minister for the Arts, Sports and Tourism as well as S4C, BBC, ITV, NUJ and prominent disabled figures, it was a day of interesting presentations and lively debate.

##### **Disabled People's Organisations North Wales Summit**

DW also held a summit in Llandudno, again as a hybrid event, to focus on specific issues facing our DPOs in the northern part of the country. The event was well supported by CVCs and potential funders including Lloyds Foundation and the National Lottery Community Fund.

##### **UNCRDP**

On 18 March 2024 the UK Government provided their oral defence to the United Nations Committee for the Rights of Disabled People, regarding the UK's "grave and systemic" violations of the UNCRDP.

The UK rapporteurs, who sit on the UN Committee for the Rights of Disabled People, accurately represented the systemic barriers and discrimination that Disabled people are facing. They consistently expressed that evidence shows violations of the UNCRDP, including a regression of Disabled people's rights.

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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Despite detailed and thoughtful questions by the rapporteurs and committee members/commissioners, the UK Government's response lacked any substantive answers – mostly repeating what was already outlined in their introductory oral evidence. DW was present at the hearing and summed up their response:

“Disabled people deserve true accountability from their Governments and answers to the burning questions posed yesterday together with robust actions to address the harms inflicted as well as progress our rights.”

### **Training and Consultancy –**

- DW continued to provide training on the Social Model to officials working with the Disability Rights Task Force.
- We carried out a programme of site visits with the National Trust which gave members of DPOs the opportunity to showcase the benefit of lived experience by giving detailed feedback on the accessibility of a wide selection of National Trust sites across Wales.
- DW were also involved in the Catalyst Cymru: Broadening Horizons programme facilitating a range of taster sessions with historical, cultural and environmental organisations in Wales.
- We also continued our provision of training both on-line and in person on disability equality and the social model to a diverse range of educational, third sector and commercial entities.

### **Financial review**

DW again received an award of £150,000 in relation to the Equality and Inclusion Grant 2023-2024. When our initial budget and programme of activities were agreed by the Board at the start of the financial year it was hoped that funding in relation to additional objectives would be forthcoming from Welsh Government as had happened in previous years. The Board took the decision to invest a portion of DW's free reserves in this programme of activities as the work is vital to achieving our aims and could not be covered within the initial award. Due to financial constraints no additional funding proved to be available from Welsh Government; as a result the Board has devoted time to look at the scenarios and options available to DW to secure its future and enable work to continue to advance our aims.

### **Expenditure**

A review of expenditure has been carried out and will be updated on an ongoing basis, savings identified and actioned already include: reduced rental payments, use of available audit exemptions to reduce audit and accountancy fees, reversion to on-line meetings rather than face to face, unless specific funding can be secured to run events such as our annual conference, and reduced staffing costs as vacant roles have been consolidated.

The move to online engagement activities has continued to feature firmly in DWs ongoing activities which has continued to save costs associated with meetings and events in a physical space. In December 2023 we left our office base at Brydon House in Caerphilly, and now share office space at Spark in Cardiff. The Spark building is home to a community of university academics and professional services staff, working alongside Spark community members and tenants from the public, private and third sectors, all working to make great ideas a reality and giving opportunities for networking and collaboration.

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 is paid to staff.

### **Staffing**

Two members of staff left during the year. As certain projects were concluding at the same time, existing staff had capacity to take on additional work and the staff members were not replaced.

### **Fundraising and Income Generation**

Diversification of funding sources has long been identified as key to a sustainable future for DW. The Board recognises the challenges of raising funds in a competitive environment, and the need to identify opportunities where the available funding aligns closely with our own aims. Relationships are being developed with a range of funders we have not engaged with previously and a funding strategy including new approaches to fundraising, donations, training and consultancy income is being developed.

## DISABILITY WALES/ANABLEDD CYMRU

### TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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In addition, we are continuing to develop and build on our previous experience of partnership working and are pursuing a number of collaborative projects.

#### Reserves policy

Disability Wales needs reserves to:

- Meet contractual liabilities should the organisation ever need to undergo a significant structural reorganisation. 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 to 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 DWs 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 deficit for the year of £181,063 (2023: surplus £34,229) split between an unrestricted deficit of £96,285 (2023: surplus £13,885) and a restricted deficit of £84,778 (2023: surplus of £20,344). The restricted deficit relates to the expenditure of funds that were recognised as income in the prior year, or that are due to be claimed from funders in the following year.

At the year end the reserves totalled £391,045 (2023: £572,108) which consists of unrestricted reserves of £365,620 (2023: £461,905) and restricted reserves of £25,425 (2023: £110,203). The free reserves (not including designated funds) of the charity totalled £154,620 (2023: £236,775). Unrestricted funds including general and designated funds were £365,620 (2023: £461,905) as the target level set by the trustees includes the designation of the various funds.

As the shortfall in Welsh Government funding became clear the Board took the decision to invest surplus free reserves in continuing the vital work of DW in such key areas as participation in the Covid enquiry and production of the Barely Surviving report.

Given the challenging, competitive funding environment in which DW is currently operating the directors consider that the target level of free reserves should include 3-6 months of core and delivery costs plus a designation for reorganisation, the current reserves exceed this target and the Board are prepared to invest any surplus over the target level in developing a more sustainable, independent funding base for the organisation. Designated funds have also been reviewed and rationalised in order to provide;

Bursary - £1,000 as a bursary to aid individual members to attend events in person.

Sustainable Base - £140,000 as a contingency to continue vital core work, including acting as a base from which to develop new funded projects, until new core funding can be secured.

Reorganisation - £70,000 towards the costs of potential future reorganisation.

# **DISABILITY WALES/ANABLEDD CYMRU**

## **TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

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### **Risk Management**

The Directors carry out an annual review of the principal risks faced by the organisation, a risk register is maintained and procedures put in place where appropriate to mitigate the identified risks. Principal risks are considered at each Board meeting.

The principal risk facing DW is the reduction in funding and the reliance on funding from a single source, the Directors are continuing to invest in efforts to find and develop new sources of income while constantly monitoring costs.

### **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.

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.
- 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.
- A strategic planning process will involve Directors and staff.

### **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 2024

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#### Reference and administrative details

<b>Company number</b>	1998621
<b>Charity number</b>	517391
<b>Registered office</b>	Disability Wales/ Anabledd Cymru Spark Maindy Road Cardiff CF24 4HQ
<b>Auditors</b>	Azets Audit Services Ty Derw Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB
<b>Bankers</b>	NatWest 19 Cardiff Road Caerphilly CF83 1WF
<b>Solicitors</b>	Hugh James Two Central Square Cardiff CF10 1FS
<b>Trustees</b>	Anne Champ Caroline Holloway James Kelvin Jones Trevor Palmer Zanet Papadamaki Angharad Price Deborah Shaffer Cunqiang Shi Tracey Blockwell - appointed 17/10/23 Dr Aimee Grant - appointed 20/09/23
<b>Company Secretary</b>	Rhian Davies
<b>Key management personnel</b>	Rhian Davies - Chief Executive Miranda Evans - Business and Partnerships Manager Gillian Styles- Finance and Compliance Manager

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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

DocuSigned by:

*Willow Caroline E Holloway*

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**C E Holloway - Chair**

Trustee **18 September 2024**

Dated: .....

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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I report to the trustees on my examination of the financial statements of Disability Wales/Anabledd Cymru (the charity) for the year ended 31 March 2024.

#### Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

**Joanne Taylor FCCA DChA**  
Azets Audit Services



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

Dated: 19 September 2024

# DISABILITY WALES/ANABLEDD CYMRU

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2024**

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
<b><u>Income from:</u></b>							
Donations and legacies	3	150,945	-	150,945	340,040	-	340,040
Charitable activities	4	37,700	72,020	109,720	6,756	219,859	226,615
Investments	5	6,709	-	6,709	2,029	-	2,029
<b>Total income</b>		<b>195,354</b>	<b>72,020</b>	<b>267,374</b>	<b>348,825</b>	<b>219,859</b>	<b>568,684</b>
<b><u>Expenditure on:</u></b>							
Charitable activities	6	290,486	157,951	448,437	358,730	175,725	534,455
<b>Net (outgoing)/incoming resources before transfers</b>		<b>(95,132)</b>	<b>(85,931)</b>	<b>(181,063)</b>	<b>(9,905)</b>	<b>44,134</b>	<b>34,229</b>
Gross transfers between funds		(1,153)	1,153	-	23,790	(23,790)	-
<b>Net (expenditure)/income for the year/</b>							
<b>Net movement in funds</b>		<b>(96,285)</b>	<b>(84,778)</b>	<b>(181,063)</b>	<b>13,885</b>	<b>20,344</b>	<b>34,229</b>
Fund balances at 1 April 2023		461,905	110,203	572,108	448,020	89,859	537,879
<b>Fund balances at 31 March 2024</b>		<b>365,620</b>	<b>25,425</b>	<b>391,045</b>	<b>461,905</b>	<b>110,203</b>	<b>572,108</b>

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 2024**

	Notes	2024 £	£	2023 £	£
<b>Current assets</b>					
Debtors	11	28,685		34,520	
Cash at bank and in hand		383,097		608,559	
		<u>411,782</u>		<u>643,079</u>	
<b>Creditors: amounts falling due within one year</b>					
	12	<u>(20,737)</u>		<u>(70,971)</u>	
Net current assets			<u>391,045</u>		<u>572,108</u>
<b>Income funds</b>					
Restricted funds	14		25,425		110,203
<u>Unrestricted funds</u>					
Designated funds	15	211,000		225,130	
General unrestricted funds		<u>154,620</u>		<u>236,775</u>	
			<u>365,620</u>		<u>461,905</u>
			<u>391,045</u>		<u>572,108</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 2024.

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 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 18 September 2024

DocuSigned by:

*Willow Caroline E Holloway*

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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 2024**

	Notes	2024 £	£	2023 £	£
<b>Cash flows from operating activities</b>					
Cash (absorbed by)/generated from operations	21		(232,171)		164,839
<b>Investing activities</b>					
Investment income received		6,709		2,029	
<b>Net cash generated from investing activities</b>			6,709		2,029
<b>Net cash used in financing activities</b>			-		-
<b>Net (decrease)/increase in cash and cash equivalents</b>			(225,462)		166,868
Cash and cash equivalents at beginning of year			608,559		441,691
<b>Cash and cash equivalents at end of year</b>			383,097		608,559

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2024

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#### 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 Maindy Road, Cardiff, CF24 4HQ.

#### 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 £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 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 31 March 2025.

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 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.

Contract income is recognised in the period to which the service is provided with any amounts received in advance being deferred.

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

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#### 1 Accounting policies

(Continued)

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 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 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.

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.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the charity. The grants are recognised where the trustees have agreed to pay the grant and the recipient has a reasonable expectation that they will receive a grant, provided they comply with the terms of the agreement. Grants offered subject to terms and conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

The charity is not VAT registered and as such expenditure is recognised at its gross value.

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.

#### 1.6 Tangible fixed assets

It is the charity's accounting policy to not capitalise items with an individual value of £2,000 or less.

#### 1.7 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.

#### 1.8 Financial instruments

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

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

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

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

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#### 1 Accounting policies

(Continued)

##### ***Basic financial assets***

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

##### ***Derecognition of financial assets***

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

##### ***Basic financial liabilities***

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

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

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

##### ***Derecognition of financial liabilities***

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

#### 1.9 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

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.

#### 1.10 Retirement benefits

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

#### 1.11 Leases

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

# DISABILITY WALES/ANABLEDD CYMRU

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

#### 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

	<b>Unrestricted funds</b>	Unrestricted funds
	<b>2024</b>	2023
	£	£
Donations and subscriptions	945	770
Grants receivable	150,000	339,270
	<u>150,945</u>	<u>340,040</u>
<b>Grants receivable for core activities</b>		
Welsh Government	150,000	339,270
	<u>150,000</u>	<u>339,270</u>

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

#### 4 Charitable activities

	2024 £	2023 £
Development, training and other income	79,050	23,498
Grants	30,670	203,117
	<u>109,720</u>	<u>226,615</u>
Analysis by fund		
Unrestricted funds	37,700	6,756
Restricted funds	72,020	219,859
	<u>109,720</u>	<u>226,615</u>
<b>Grants and other income</b>		
WCVA	-	51,543
Welsh Government DPO Fund	-	1,535
Welsh Government Voter Registration	-	1,703
Welsh Government Access to Elected Office Fund	-	29,525
Welsh Government Social Model	-	6,520
UNCRDP Resources	-	89,086
Equal Power Equal Voice	30,670	29,754
Other	-	1,350
Access to Work Scheme	-	8,843
	<u>30,670</u>	<u>203,117</u>

#### 5 Investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	6,709	2,029
	<u>6,709</u>	<u>2,029</u>

**DISABILITY WALES/ANABLEDD CYMRU**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2024**

6 Charitable activities	Information/ publications		Development & training		Policy & consultation		Total 2024		Information/ publications		Development & training		Policy & consultation		Total 2023	
	2024	£	2024	£	2024	£	2024	£	2023	£	2023	£	2023	£	2023	£
Staff costs	108,082		108,082		108,082		324,246		117,532		117,532		117,532		352,596	
Advertising	249		249		249		747		-		-		-		-	
Communication and transcriptions	5,182		5,182		5,182		15,546		9,445		9,445		9,445		28,335	
Office	945		945		945		2,835		1,410		1,410		1,410		4,230	
Project expenses	2,721		2,721		2,721		8,163		-		-		21,333		21,333	
Subscriptions	1,385		1,385		1,385		4,155		996		996		996		2,988	
Sundry	223		223		224		670		1,234		1,234		1,234		3,702	
Telephone	1,712		1,712		1,712		5,136		1,524		1,524		1,524		4,572	
Travel and subsistence	6,394		6,394		6,394		19,182		5,952		5,952		5,952		17,856	
Website and design rebrand	652		652		652		1,956		612		612		612		1,836	
	127,545		127,545		127,546		382,636		138,705		138,705		160,038		437,448	
Grant funding of activities (see note 7)	-		-		-		-		91		91		91		273	
Share of support costs (see note 8)	10,316		10,317		10,317		30,950		22,948		22,947		22,947		68,842	
Share of governance costs (see note 8)	11,617		11,617		11,617		34,851		9,298		9,297		9,297		27,892	
	149,478		149,479		149,480		448,437		171,042		171,040		192,373		534,455	

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

<b>7</b>	<b>Grants payable</b>		<b>Information/ publications 2024</b>	<b>Development &amp; training 2024</b>	<b>Total 2024</b>	<b>Information/publications 2023</b>	<b>Development &amp; training 2023</b>	<b>Total 2023</b>
		£	£	£	£	£	£	£
	Grants to institutions: Disability Arts Cymru	-	-	-	-	91	91	273
		=====	=====	=====	=====	=====	=====	=====

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

#### 8 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Bank charges	925	-	925	517	-	517
Cleaning	-	-	-	2,727	-	2,727
IT costs	6,819	-	6,819	10,332	-	10,332
Light and heat	-	-	-	3,145	-	3,145
Premises & Insurance	22,320	-	22,320	46,617	-	46,617
Other support costs	886	-	886	5,504	-	5,504
Audit fees	-	-	-	-	7,010	7,010
Accountancy	-	-	-	-	2,196	2,196
Independent examiners fees	-	4,740	4,740	-	-	-
Cost of trustees' meetings	-	2,224	2,224	-	1,360	1,360
AGM and professional fees	-	27,887	27,887	-	17,326	17,326
	<u>30,950</u>	<u>34,851</u>	<u>65,801</u>	<u>68,842</u>	<u>27,892</u>	<u>96,734</u>
Analysed between						
Charitable activities	<u>30,950</u>	<u>34,851</u>	<u>65,801</u>	<u>68,842</u>	<u>27,892</u>	<u>96,734</u>

Governance costs includes payments to the independent examiners of £4,740 (2023: £7,010 to the auditors) and £nil for accountancy and other services (2023: £2,196).

#### 9 Trustees

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

Included in the cost of trustees' meetings is an amount of £1,495 (2023: £1,232) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 5 trustees (2023: 4) were paid expenses 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 2024

### 10 Employees

#### Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Service delivery	7	9
Administration	2	2
	9	11
	9	11

#### Employment costs

	2024 £	2023 £
Wages and salaries	290,136	307,027
Social security costs	18,581	30,001
Other pension costs	15,529	15,568
	324,246	352,596
	324,246	352,596

#### 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 £164,379 (2023 - £152,621).

The number of employees whose annual remuneration was £60,000 or more were:

	2024 Number	2023 Number
£60,001 to £70,000	1	-
	1	-
	1	-

### 11 Debtors

	2024 £	2023 £
<b>Amounts falling due within one year:</b>		
Trade debtors	25,150	22,945
Prepayments and accrued income	3,535	11,575
	28,685	34,520
	28,685	34,520

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

#### 12 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		6,786	7,245
Deferred income	13	-	40,000
Trade creditors		3,392	2,104
Other creditors		1,983	366
Accruals		8,576	21,256
		<u>20,737</u>	<u>70,971</u>

#### 13 Deferred income

	2024 £	2023 £
Other deferred income	-	40,000
	<u>-</u>	<u>40,000</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Balance brought forward	40,000	-
Income received	-	40,000
Income released	(40,000)	-
	<u>-</u>	<u>-</u>
Balance carried forward	<u>-</u>	<u>40,000</u>

The deferred income above relates to a contract for services with the National Trust which was invoiced by the charity in the prior year, pre year end for which the services were provided post year end.

**DISABILITY WALES/ANABLEDD CYMRU**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2024**

14 Restricted funds	Balance at 1 April 2022 £	Movement in funds			Balance at 1 April 2023 £	Movement in funds			Transfers £	Balance at 31 March 2024 £
		Incoming resources £	Resources expended £	Transfers £		Incoming resources £	Resources expended £	Transfers £		
Big Lottery Fund Innovation Grant	1,497	-	-	(1,497)	-	-	-	-	-	-
Fawcett Society	2,881	-	-	(2,881)	-	-	-	-	-	-
Big Lottery Fund: DRILL	8,149	-	-	(8,149)	-	-	-	-	-	-
DRILL Capacity Building	9,675	-	-	(9,675)	-	-	-	-	-	-
In Control - Holding Account	3,217	-	-	-	3,217	-	-	-	-	3,217
DRILL Ethics Committee	3,854	-	-	(3,854)	-	-	-	-	-	-
WCVA Wales Volunteering Grant	-	1,972	-	-	1,972	-	-	-	-	1,972
NLCF - Equal Power Voice	-	29,754	(29,468)	-	286	30,670	(35,337)	-	-	(4,381)
New Curriculum for Wales - UNCRDP Resources	27,862	89,086	(66,202)	-	50,746	-	(50,746)	-	-	-
DPO Grants	-	1,535	(272)	-	1,263	-	-	-	-	1,263
Tai Pawb Housing	2,200	-	-	(2,200)	-	-	-	-	-	-
Welsh Government EU Transition Fund	15,354	-	-	-	15,354	-	(15,239)	-	-	115
Endeavour Project	15,170	-	-	-	15,170	-	-	-	-	15,170
Welsh Government Access to Elected Office Fund	-	29,525	(32,858)	3,333	-	-	-	-	-	-
Voter Registration Grant	-	1,703	-	-	1,703	-	-	-	-	1,703
Welsh Government Social Model	-	6,520	(7,653)	1,133	-	-	-	-	-	-
Other	-	1,350	(1,350)	-	-	1,350	(304)	-	-	1,046
WCVA Third Sector Resilience Fund	-	49,571	(28,087)	-	21,484	-	(16,164)	-	-	5,320
Access to Work Scheme	-	8,843	(9,835)	-	(992)	-	-	992	-	-
National Trust	-	-	-	-	-	40,000	(40,161)	-	161	-
	89,859	219,859	(175,725)	(23,790)	110,203	72,020	(157,951)	(1,153)		25,425

**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

14	<p><b>Restricted funds</b></p> <p><b>Big Lottery Fund Innovation Grant: CDCC-</b> was a partnership between Disability Wales and the Wales Co-operative Centre and is funded by the Big Lottery Fund's BIG Innovation Fund.</p> <p><b>Fawcett Society- Embolden:</b> Spirit of Disabled Women is a vision to change negative perceptions of disabled people.</p> <p><b>Big Lottery Fund: DRILL –</b> 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.</p> <p><b>DRILL Capacity Building -</b> Events to build capacity and promote dissemination of research and share learning from the DRILL Programme.</p> <p><b>In Control – Holding Account -</b> Wales Alliance – Citizen Directed Support re Personalisation Agenda in Wales.</p> <p><b>DRILL Ethics Committee -</b> Research ethics are guidelines for making decisions.</p> <p><b>WCVA Wales Volunteering Grant -</b> Equip project supporting work placements for disabled students.</p> <p><b>NLCF - Equal Power Voice</b> programme to increase diversity of representation in public and political life in Wales.</p> <p><b>New Curriculum for Wales - UNCRDP Resources -</b> project to create materials to promote the United Nations Convention on the Rights of Disabled People (UNCRDP).</p> <p><b>DPO Grants -</b> funding used to provide Disabled People's Organisations with grants to help with the loneliness/isolation and/or advocacy that disabled people faced during covid.</p> <p><b>Tai Pawb Housing-</b> Accessible social housing project.</p>	<p><b>(Continued)</b></p>
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**DISABILITY WALES/ANABLEDD CYMRU**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

14	Restricted funds	(Continued)	<p><b>Welsh Government EU Transition Fund</b> - Capacity enhancing Brexit support programme for disabled people's organisations (DPO's) and their stakeholders throughout Wales.</p> <p><b>Endeavour Project</b> - Endeavour aims to inspire and support entrepreneurial ambition among disabled people in Wales.</p> <p><b>Welsh Government Access to Elected Office Fund</b> - 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.</p> <p><b>Voter Registration Grant</b> - campaign to encourage disabled people to register to vote.</p> <p><b>Welsh Government Social Model</b> - delivery of training on the Social Model.</p> <p><b>Other</b> - Catalyst Cymru: Broadening Horizons project funded by the National Lottery Heritage Fund Wales (NLHF Wales).</p> <p><b>WCVA Third Sector Resilience Fund</b> - Grant award to enhance our potential for income generation by developing a strategy to scale up capacity to deliver training and consultancy services.</p> <p><b>Access to Work Scheme</b> - Funding from DWP to provide access requirements for members of staff.</p> <p><b>National Trust</b> - Funding for a report on accessibility.</p> <p><b>Transfers:</b> transfers from restricted reserves to unrestricted reserves relate to projects that have ended and the charity has been given permission by the funder to release any remaining funds. Transfers from unrestricted reserves to restricted reserves relate to project overspends that have been agreed to be covered by unrestricted funds by the board of trustees.</p>
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## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

#### 15 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:

	<b>Movement in funds</b>				
	<b>Balance at 1 April 2022</b>	<b>Incoming resources</b>	<b>Balance at 1 April 2023</b>	<b>Transfers</b>	<b>Balance at 31 March 2024</b>
	£	£	£	£	£
Bursary scheme	32	-	32	968	1,000
Campaigns	9,650	-	9,650	(9,650)	-
Legacies	156,949	-	156,949	(156,949)	-
Redundancy	58,499	-	58,499	(58,499)	-
Sustainable Base	-	-	-	140,000	140,000
Re-organisation	-	-	-	70,000	70,000
	<u>225,130</u>	<u>-</u>	<u>225,130</u>	<u>(14,130)</u>	<u>211,000</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 / Sustainable Base** - a legacy was received by the charity in a previous financial year. This has been designated for future project use. This has now been designated as contingency funding as Disability Wales develops it's new funding and operational strategy.

**Redundancy / Re-organisation** - this is designated for future costs that may be incurred should Disability Wales re-organise. 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 2024**

16 Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Total		Unrestricted funds		Designated funds		Restricted funds		Total	
	2024	£	2024	£	2024	£	2024	£	2023	£	2023	£	2023	£	2023	£
Fund balances at 31 March 2024 are represented by:																
Current assets/(liabilities)	154,620		211,000		25,425		391,045		236,775		225,130		110,203		572,108	
	154,620		211,000		25,425		391,045		236,775		225,130		110,203		572,108	

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2024

#### 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:

	2024 £	2023 £
Within one year	-	4,419
	<u>          </u>	<u>          </u>

#### 18 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.

#### 19 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 trustee of Wales Council for Voluntary Action (WCVA). The charity received income from WCVA totalling £2,225 during the year (2023: £52,243). The charity were invoiced £62 (2023: £4,660) by WCVA during the year. There were no amounts outstanding at the current or prior year end.

Rhian Davies was also the Vice Chair of Women's Equality Network. The charity received income from the organisation totalling £31,240 during the year (2023: £41,617). Amounts outstanding at the year end totalled £nil (2023: £1,552).

Trevor Palmer is a director of GL100 Services Ltd. The charity made payments to GL100 totalling £730 during the year (2023: £nil). Amounts outstanding at the year end totalled £nil (2023: £nil).

Trevor Palmer is also a trustee Responsible Assistance. The charity received income from Responsible Assistance totalling £160 during the year (2023: £nil). Amounts outstanding at the year end totalled £nil (2023: £nil).

#### 20 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 £15,529 (2023: £15,568).

Contributions due at the year end are £nil (2023: £nil).

## DISABILITY WALES/ANABLEDD CYMRU

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

21 Cash generated from operations	2024 £	2023 £
(Deficit)/surplus for the year	(181,063)	34,229
Adjustments for:		
Investment income recognised in statement of financial activities	(6,709)	(2,029)
Movements in working capital:		
Decrease in debtors	5,835	94,848
(Decrease) in creditors	(10,234)	(2,209)
(Decrease)/increase in deferred income	(40,000)	40,000
<b>Cash (absorbed by)/generated from operations</b>	<b>(232,171)</b>	<b>164,839</b>

### 22 Analysis of changes in net funds

The charity had no debt during the year.