Charity registration number 517391 (England and Wales)

Company registration number 1998621

# DISABILITY WALES/ANABLEDD CYMRU

# ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

# FOR THE YEAR ENDED 31 MARCH 2026

# DISABILITY WALES/ANABLEDD CYMRU

## CONTENTS


| | Page |
|---|---|
| Chair, CEO and Treasurer Statement | 1 - 4 |
| Trustees' report | 5 - 15 |
| Independent examiner's report | 16 |
| Statement of financial activities | 17 |
| Balance sheet | 18 |
| Statement of cash flows | 19 |
| Notes to the financial statements | 20 - 34 |

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### *FOR THE YEAR ENDED 31 MARCH 2026*

**Chair's Report**

As an organisation we had to divert much of our attention and resources last year to tackling the existential threat to disabled people created by the UK Government's proposals to make substantial cuts to Personal Independent Payments. Given that Wales has proportionately more PIP recipients than other areas, the cuts would have had a devestating impact on individuals, families and whole communities. We are proud of the role DW played in contributing to the government U-turn but aghast that such cuts were proposed at all.

For this reason, it is vital that more disabled people are in decision making roles, and why our projects Equal Power Equal Voice Mentoring Programme, Access to Politics Grassroots Network and the Access to Elected Office Fund Wales are vital to greater diversity and inclusion in public life. Moreover, delivery of the long-awaited Disabled People's Rights Plan, published by the previous Welsh Government shortly before the Senedd Elections, must be prioritised by the new government in tackling deep-seated inequalities and fulfilling the hopes of the many members who participated in the process.

Despite the challenging external environment, a key focus for the Board has been strengthening governance and accountability through reflection and learning. Following a comprehensive assessment of organisational activity, we launched a refreshed strategic plan at our AGM in October 2025. The process was informed by a membership survey, engagement with staff and Directors, and external expertise from Cranfield Trust.

We greatly appreciate the support from members during this process and trust that you share our view that the resulting strategy has helped clarify our mission, values, and priorities while strenghtening accountability to the communities we serve.

This work led to a new membership structure, strengthening the offer for our Full Member DPOs, enhancing opportunities to celebrate and promote their work, and supporting the continued growth of the disabled people's rights movement across Wales. As well as a new web page profiling DPOs, we delivered presentations to the Wales Funders Forum about their unique role and the need to tackle barriers to funding them. This led to the National Lottery Community Fund offering bespoke workshops for DPOs about their grant schemes which we plan to take up in the near future. The new structure also recognises organisations listed as affiliates and allies, ensuring our membership reflects the breadth and diversity of those who support the movement.

Resilience planning has been another major priority including strenghtening internal systems and processes to support long-term sustainability. This included the development of a clearer risk register, improved planning processes and a greater focus on organisational development. Attracting funding from the Clothworkers' Foundation newly launched Disability Equity Programme has enabled investment in developing fundraising and communications strategies as well as policy influencing work. We greatly appreciate the support and recognition from the Clothworkers Foundation which will help us to diversify income streams, build new partnerships, grow our membership and increase our impact through compelling storytelling.

We were greatly saddened at the loss of Graham Findlay, a former staff member, long-term activist and leading expert on access and housing policy. We were deeply touched that Graham's family nominated the Access to Politics project to receive donations in his memory, and we will ensure fitting use of the generous gift in honour of his tremendous legacy.

I would like to thank my fellow Directors for their unfailing commitment to DW and to all the staff for their hard work and dedication which underpins the many achievements of our organisation over the past year.

Willow Holloway

Chairperson

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### *FOR THE YEAR ENDED 31 MARCH 2026*

**Chief Executive's Report**

Over the past year, Disability Wales (DW) has worked through a period of challenge and renewal that has reshaped both our organisation and our role across Wales. As the national membership body of Disabled People's Organisations (DPOs), our purpose has remained constant: to strive for the rights of all disabled people while envisioning an inclusive, equitable and barrier-free society.

We began the year in a period of internal uncertainty following financial pressures, restructuring and a strategic review. This became a time not only to stabilise, but to rebuild our foundations, clarify our direction, secure new funding to strengthen our capacity, enabling us to respond more quickly and effectively to emerging challenges.

That timing proved critical when proposed UK Government welfare reforms were announced. These proposals generated widespread fear and anxiety for our membership and the wider disabled community, with significant risks to income, independence and wellbeing facing 190K PIP recipients in Wales.

In that moment, Disability Wales became a trusted national voice for member Disabled People's Organisations (DPOs), individuals, and increasingly for decision-makers themselves. Members relied on us for clear, accessible information that helped translate complex proposals into something people could understand, share and act on.

We coordinated a national response with DPOs, successfully crowdfunded to fund an accessible vehicle that allowed us to travel with members to Westminster to engage directly with Welsh MPs, worked with Senedd Members, informed Welsh Government responses, and challenged inaccessible consultation processes. This work ensured Welsh disabled people's voices were placed at the centre of decision-making at a critical moment. This collective advocacy contributed to a significant outcome that saw proposed cuts to Personal Independence Payment removed from the Bill, averting a potential annual loss of £4-5K per recipient.

Alongside this immediate response, we continued shaping and influencing long-term change through the Welsh Government Disability Rights Taskforce. This culminated in December 2025 with the publication of Wales' first 10-year *Disabled People's Rights Plan* — a landmark moment in embedding disabled people's rights into national policy. Following sustained lobbying from DW, an External Advisory Board was also established to ensure disabled people remain central to implementation and accountability.

A key thread throughout the past year has been the recognition that if more disabled people were in positions of power, many of the threats we respond to would not arise in the same way. This understanding is behind one of our key strategic goals and has driven our long-term investment in leadership, representation and participation.

Through Equal Power Equal Voice (EPEV), a cross-equalities mentoring programme (in partnership with WEN Wales, EYST and Stonewall) supporting people from underrepresented communities into public and political life, we supported 14 disabled participants to build confidence, skills and pathways into leadership. We are proud that a previous EPEV graduate was recently elected to the Senedd and equally delighted about the achievements of all the mentees from this year's cohort. One of DW's mentees spoke eloquently at the celebration event about what the programme meant to her:

"And that's what Equal Power Equal Voice is all about. It's not just about getting a seat at the table - it's about having the confidence to actually speak once you're there. Because when someone believes in you, it shifts something. It makes you step forward instead of back. And it makes you realise you belong in the room".

Building on this work, we strengthened our Access to Politics project, growing a non-partisan network of 38 disabled people exploring or active in political life, creating space for peer support and progression into leadership roles. This network which one member described as "truly inspirational and personally very energizing" was also active in co-producing the Access to Politics Charter, launched at a high-profile Senedd event, and provides practical steps for political parties to become more accessible and inclusive. Our ongoing quest is for all major political parties in Wales to adopt the Charter to ensure that greater engagement of disabled people in politics at every level. This will be much enhanced by the generous donations in memory of our fellow activist, wonderful friend and former colleague Graham Findlay, for which we thank his family.

Alongside these projects, on behalf of Welsh Government, we relaunched the Access to Elected Office Fund which provides financial assistance with tackling barriers specifically faced by disabled people standing for election. We supported four disabled candidates in the Senedd Elections and are preparing to promote the Fund ahead of the 2027 local government elections where we hope to see many more disabled people standing for county and community councils.

Prior to the Senedd elections, DW worked to ensure disabled people's priorities were firmly on the political agenda. Our manifesto, *From Barely Surviving to Truly Thriving*, was co-produced with members and informed by 57 responses from disabled people and their organisations across Wales. It was published bilingually in accessible formats including British Sign Language, audio and Easy Read to ensure maximum engagement and reach.

This was complemented by a suite of accessible campaign tools to help ensure disabled people could engage directly with candidates and hold them to account. Our resources and infographics proved highly popular with thousands of impressions and helped make complex political positions more understandable, while a national hustings event created a space for direct questioning of political representatives. This helped secure commitments from most political parties to support implementation of the *Disabled People's Rights Plan* and to progress incorporation of the UN Convention on the Rights of Disabled People into Welsh law. The new government formed by Plaid Cymru has committed to this in their 'first one hundred day plan' via a proposed Human Rights Bill and we look forward to playing a full role in shaping this and holding them to account on delivery.

We also established an exciting new partnership with Citizens Advice in Gwent and Cwm Taf Morgannwg through the Single Advice Fund, aimed at improving access to advice services. This will include providing Social Model training and resources for staff and volunteers across 11 offices to help more disabled people achieve their rights and entitlements. Our goal is to see this approach replicated across Wales.

Alongside our external influence, we strengthened DW internally. Following our strategic review, we launched a refreshed strategic plan at our 2025 AGM and evolved our membership structure to better reflect, serve and grow our 66 member organisations and over 500 individual members. The renewed focus on our core activities (the three Cs): Championing the Social Model of Disability, Campaigning to influence public policy and attitudes and Community-building through our network of Disabled People's Organisations (DPOs) and disabled activists has certainly driven many of our achievements despite the challenging circumstances.

My heartfelt thanks as ever go to our Board of Directors for their support and wisdom and to our small but mighty team of ten staff for being bold and unwavering in building a more inclusive Wales.

Rhian Davies

# DISABILITY WALES/ANABLEDD CYMRU

## CHAIR, CEO AND TREASURER STATEMENT

### *FOR THE YEAR ENDED 31 MARCH 2026*

**Treasurer's Report**

Although the ongoing challenging financial climate continues to cause difficulties for the third sector, DW has spent time reshaping and stabilising the organisation and has now started to rebuild it with the aim of achieving the long-term sustainability required to achieve our vision and strategic goals.

During the past year we have been fortunate to use our historic reserves, which together with on-going grants have ensured the stability of the organisation. We are also grateful to Wales and West Housing Association for their continued generous support towards our work.

At the end of 2025 DW was extremely grateful to be selected by the Clothworkers Foundation to become part of their Disability Equity portfolio and receive unrestricted funding for the next three years. This funding will be used from April 2026 to help DW build the foundations needed to achieve long term sustainability, which is vital to enable us to achieve our strategic goals and aims.

This year, we were greatly touched and very thankful to receive the in-memorial donations from family, friends and colleagues of the late Graham Findlay, a previous employee of DW and long-standing disabled people's rights activist.

After nine years as Treasurer for DW, I am retiring from the position and wish my successor Polly Bennett all the best as she takes up the role. I would like to thank fellow Trustees, the Chief Executive, and staff team who have worked hard to ensure that as a charity we operate to the highest standards to deliver our aims and objectives for our members.

Kelvin Jones

# DISABILITY WALES/ANABLEDD CYMRU

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

### *FOR THE YEAR ENDED 31 MARCH 2026*

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The trustees present their annual report and financial statements for the year ended 31 March 2026.

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: Statemen: 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.

**Who we are**
We are the national membership body of Disabled People's Organisations (DPOs) in Wales, striving for the rights of all disabled people.

**Vision**
An inclusive, equitable and barrier free society.

**Mission**
Building a more inclusive Wales, through representation of Disabled People's Organisations and collaboration across society.

**Our Purpose**
To see the removal of disabling barriers in society.

**Our Values**

**Bold and Unwavering**
In challenging ourselves and others to uphold disabled people's rights and tackle disabling barriers in society.

**Authentic and Inclusive**
In making sure we listen, respond and engage with our civerse community of stakeholders.

**Trustworthy and Considerate**
In ensuring people feel respected and supported in how we deliver our work.

**Our Activities**

**Championing** the Social Model of Disability across all sectors of society.

**Campaigning** to influence public policy and attitudes.

**Community-building** for Disabled People's Organisations (DPOs), through working together to develop knowledge, skills and networks.

**Our Strategic Goals**

**Collective voice and influence of Disabled People's Organisations (DPOs)**

- To support DPOs in Wales to have a strong, collective and influential voice so that the human rights, needs and aspirations of all Disabled people are met; disabling and structural barriers are removed; and appropriate levels of resources and support are provided.

**Building and mobilising our DPO and Disabled Community**

- To provide information and support that build the skills, knowledge, representation and capacity of DPOs in Wales and the people working in our sector.



- To enable DPOs in Wales to reach and empower more Disabled people; increase Disabled people's involvement, influence and leadership within DPOs and the wider community.

- To build the profile of DPOs and their unique contributio to Wales and beyond.
- To develop and lead strategic initiatives that equip disabled people with knowledge, skills and access to resources to participate in public and political life including developing new DPOs.

**Leadership and development**

- By developing our people to ensure DW is an effective, financialy stable, inclusive and representative organisation with sound and robust governance.

**Outcomes, Achievements and Performance**

**Key Achievements**

- Successfully launched our new strategy including our vision, mission, purpose values, our activities and strategic goals.
- Launched the Access to Politics Charter at the Senedd.
- Launced our Manifesto ahead of the 2026 Senedd elections.
- Secured Welsh Government funding to manage the Access to Elected Office fund for the 2026 Senedd elections and 2027 Local Government elections, aimed at providing support to disabled people who are standing to be elected to office.
- One of four DPOs selected by the Clothworkers Foundation to receive multi-year, core funding to advance their strategies through their Disability Equity Programme.
- Established a new project in partnership with Citizens Advice in Gwent and Cwm Taf funded via the Single Advice Fund, aimed at improving disabled people's access to advice services
- Re-launched the Equal Power Equal Voice Mentoring programme through our partnership with WEN Wales, EYST and Stonewall Cymru.
- Undertook a review of our membership categories and benefits, ahead of launching the new membership structure in April 2026, including a dedicated web page for DPOs.

**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:

***Consultations***

**Welsh Government's Disabled People's Rights Plan**

DWs response welcomes the ambition and co-produced approach of the Disabled People's Rights Plan but argues that it is aspirational, lacks clear actions that are measurable, funding for delivery and accountability. With these concerns, the plan therefore risks failing to deliver meaningful change. It highlights major concerns around the absence of enforceable commitments, limited integration of the UNCRDP into Welsh legislation, and vague, non-measurable actions that prioritise discussion over delivery. We have called for all actions to be made into SMART objectives. Drawing on lived experience, the response identifies gaps in areas such as health, independent living, employment, and access to justice, alongside systemic issues like inconsistent implementation, poor communication, and consultation barriers. Overall, it concludes that without stronger legal underpinning, dedicated resources, and a shift towards rights-based, co-produced delivery, the plan risks remaining "blue skies thinking" rather than achieving real improvements in disabled people's lives.

**Terminally Ill Adults (End of Life) Bill**

DW engaged through evidence, briefings and member communications, raising concerns about the accessibility and pace of the legislative process, limited opportunities for DPO involvement, and the lack of an Equality Impact Assessment. We also highlighted wider concerns about the potential impact of the Bill on Deaf and Disabled people in the context of poverty, inequality and mistrust in health services.

**BSL (Wales) Bill**

DW submitted a response strongly supporting the introduction of the Bill, highlighting the need for legal duties to improve access and inclusion for BSL signers. We emphasised barriers across public services, including healthcare, education and employment, and called for greater involvement of Deaf people in service design, alongside accountability measures such as reporting requirements and strengthened implementation.

**Bus Services (Wales) Bill**

DW's response welcomes the Bill's overall ambition to improve bus services in Wales but raises concerns that it does not include enforceable accessibility requirements, meaning disabled people risk being excluded. It highlights gaps in areas such as accessible vehicles, information, and infrastructure, and warns that without stronger duties and accountability, these issues will continue.

Overall, it concludes that the Bill is a missed opportunity and calls for clearer legal standards, better funding, and meaningful co-production with disabled people.

**Direct Payments Continuing Health Care Regulations**

DW's response welcomes the extension of Direct Payments into healthcare as a positive step towards greater voice, choice and control. However, the submission highlights a gap between policy and practice, with disabled people continuing to face bureaucracy, inconsistent decision-making, and limited choice and control over their care. It identifies key systemic issues including underfunding, workforce shortages, and a culture of mistrust and risk-aversion that undermines independence. Overall, it argues that without stronger accountability, adequate funding, and a shift to a genuinely rights-based, co-produced approach, the new regulations risk reinforcing existing inequalities rather than delivering meaningful change.

**Cross-Party Group on Human Rights Inquiry**

The response highlights a significant gap between human rights commitments and lived experience in Wales, largely due to the lack of incorporation of the UNCRDP into law and weak enforcement of existing rights. It identifies key barriers including insufficient funding, limited co-production, and the systemic exclusion of disabled people from decision-making. The submission draws on survey data showing low confidence in rights being upheld and limited optimism about future progress. Overall, it calls for urgent legislative action, increased investment, and a stronger rights-based approach, supported by case studies demonstrating failures in welfare and healthcare systems that undermine dignity, access, and trust.

**DWP Disability Confident Scheme**

DW's response argues that the Disability Confident Scheme is ineffective and lacks credibility due to weak verification, self-accreditation, and limited accountability. Our response calls for the scheme to be replaced with a new, co-produced scheme based on the Social Model of Disability with independent assessment and stronger enforcement.

**DWP Pathways to Work**

DW's response criticises the UK Government's *Pathways to Work* proposals, arguing they are framed as employment support but in practice represent significant cuts to disability benefits that will increase poverty and inequality in Wales. It highlights that disabled people already face major structural barriers to employment, including inaccessible workplaces, limited flexible job opportunities, and failures in schemes like Access to Work, meaning benefit reductions will not incentivise work but instead push people further from it. Drawing on lived experience, the response outlines severe expected impacts on income, health, and independent living, including increased mental distress and risk of destitution. Overall, it concludes that the proposals risk causing widespread harm and calls for a fundamental rethink, including protecting benefits, investing in inclusive employment, and adopting a rights-based, co-produced approach to reform.

**The Timms Review of Personal Independent Payments**

DW's response emphasises that Personal Independence Payment (PIP) is a lifeline rather than a discretionary benefit, enabling disabled people to meet the extra costs of disability, maintain their health, live independently, and participate in work and society. It highlights significant concerns that proposed reforms, particularly tighter eligibility criteria, risk excluding people with complex and fluctuating needs, increasing poverty, worsening health, and reducing independence. Evidence from lived experience shows that PIP removal would have severe physical and mental health consequences, including heightened distress and safeguarding risks, alongside systemic issues within the assessment process such as bureaucracy and poor use of medical evidence.

Overall, it calls for the protection of PIP as a non-means-tested benefit and for fundamental reform to ensure a fair, person-centred system, and notes that Disability Wales will further support engagement with the Review by hosting two Workshop in a Box sessions to gather additional insights from disabled people across Wales.

***Representation***

- Secretariat of Cross-Party Group on Disability, arranged Cross Party Group on Disability meetings.
- Attended protests and meetings run by DPAC during proposals to welfare cuts.
- Attended the Wales Event regarding UC and PIP Proposals.
- Engaged with Welsh Government to provide advice on Direct Payments guidance, informed by lived experience and promoting a consistent, accessible, rights-based approach.
- Attended Westminster Lobby regarding Welfare Cuts.
- Regularly participates in the Wales Policy Network (Rhwydwaith Polisi Cymru) through ongoing meetings and engagement.
- Attended Equalities Roundtable meetings to contribute to discussions on equality policy and practice in Wales.
- Participates in (WDGR) meetings to represent disabled people's perspectives in policy discussions.
- Participated in Equality and Human Rights Coalition Cymru (EHRCo) meetings to contribute to collective advocacy on human rights and equality in Wales.
- Attended and submitted evidence to the Cross-Party Group on Human Rights inquiry.
- Met with Dr Dawn Cavanagh, Professor Sara Ryan, Learning Disability Wales, Stolen Lives Campaign, and Homes Not Hospitals, and secured a joint meeting with government officials to share lived experiences of families and advocate collectively.
- Hosted a "Understanding Your Vote" session, delivered in partnership with the Senedd, to support disabled people's political participation.
- Organised accessible hustings events with cross-party representation ahead of the elections, ensuring disabled people's voices were included in democratic engagement.

**Mainstream Media and Social Media Coverage**

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

- Staff engaging in 22 radio and tv presentations and interviews in both English and Welsh, including
- Proposed welfare reform changes.
- The Disabled Peoples Rights Plan.
- DW projects such as Access to Politics and Access to Elected Office.
- Accessible housing.
- Discrimination against disabled healthcare worker0s.
- Concerns over public toilet closures.
- The Timms PIP Review.
- DW regularly participates in an ITV Diversity panel to represent disabled people's perspectives and contribute to public discussion.

**Website**

- 1.1m overall website views.
- 23 news items published.
- Regular updates to our website in English and Welsh.
- New/updated website pages include Homepage, About, Who we are, Full Member Disabled People's Organisations, Associate Members, projects and campaign pages.
- The most popular pages were Home, Contact, About, Social Model and Inclusive imagery and language.

**Social media**

- 1,468 new followers.
- Total followers (including X and Bluesky): 23,580
- Total followers (without X and Bluesky): 9,089
- 503,360 total reach.
- Stopped posting and engaging on X after 29th January 2026 due to concerns about the platform's values.
- Stopped posting and engaging on Bluesky after 12th February due to lack of growth and issues with scheduling and tracking analytics through third party social media management tools.

- Popular posts included DW statements about proposed disability benefit cuts, job postings, promotion of our Social Model of Disability Toolkit which includes our medical model vs social model series, and open letters posted for Global Accessibility Awareness Day 2025.

**E-news**

- Monthly newsletter circulated to members (12 issues).
- 654 subscribers.

**Targeted Projects**

***Access to Politics***

The Access to Politics Project is funded by Welsh Government and builds on the findings from the pilot Access to Elected Office Fund. It has developed a non-partisan grassroots network of 38 disabled people interested in engaging more actively in politics including standing for elected office. In addition, the Network, Stakeholders, and politicians involved in the project have successfully produced and launched the Access to Politics Charter. The Charter sets out clear, practical commitments for political parties to adopt, ensuring equal and equitable access to both local and national government.

With over 20% of the Welsh population identifying as Deaf, disabled, or neurodivergent, their voices remain underrepresented in political decision-making. This Charter aims to change that by removing barriers and empowering more disabled people to take up positions of leadership and influence.

During 2026-2027 the project will continue to grow the network, co-produce a toolkit for disabled candidates and secure political party signups to the Charter.

***Equal Power Equal Voice***

Equal Power Equal Voice (EPEV) is a collaborative project with three other organisations - Stonewall Cymru, Women's Equality Network (WEN) Wales and Ethnic Minorities & Youth Support Team (EYST) Wales.

The programme exists to address the lack of representation of marginalised groups in public life, and runs for nine months each year, with this round of funding from the National Lottery Community Fund and Welsh Government ending in 2028.

EPEV supports participants through one-to-one mentoring, monthly training opportunities (including visits to The Senedd, Westminster and the BBC), and networking opportunities with other participants and those experienced in public life.

So far, EPEV has seen participants become local councillors, join boards, become trustees, and elected to the Senedd.

***Access to Elected Office Fund Wales***

The Access to Elected Office fund exists to address structural inequalities in democratic participation by enabling disabled people to stand for elected office on an equal basis. The fund runs until June 2027 and supports the 2026 Senedd elections and 2027 Local Government, Town and Community Council elections.

Disabled candidates often face additional costs and systemic barriers, including:

- Access to transport.
- Need for personal assistance.
- Communication and technology support.
- Fatigue and time constraints.
- Accessibility barriers in campaigning.

For the Senedd elections four candidate applications were successful in securing funding.

***Citizens Advice Single Advice Fund (Caerphilly, Blaenau Gwent and Rhondda Cynon Taff)***

The partnership project with Citizen Advice Caerphilly Blaenau Gwent and Rhondda Cynon Taff aims to enhance awareness and understanding of the Social Model of Disability among Citizens Advice frontline staff and volunteers to strengthen service delivery, and referral pathways and improve accessibility and inclusive support of Citizens Advice services for disabled people.

***Care Lab***

The CARE Lab Lived Experience Group is facilitated in conjunction with Cardiff University. CARE Lab is a major three-year research programme funded by the National Institute for Health Research aimed at analysing and disseminating data from the National Adults Receiving Care and Support" Census.

The Lived Experience Group brings together researchers and people receiving and/or delivering social care to coproduce research based on data from the Census.

**Enquiries**

DW responded to 380 enquiries from members of the public seeking advice/information on disability issues. Examples of enquiries dealt with during this period included:

- Support with accessible housing issues
- Obtaining a Social Care Assessment
- Applying for a Blue Badge
- Assistance for PIP applications and tribunals
- Accessing employment

**Events**

**Annual Conference**

Annual Conference/AGM on 22nd October 2025: *Envisioning an inclusive, equitable and barrier free society in Wales.*

The well attended online event included speeches from the Cabinet Secretary for Social Justice Jane Hutt MS and Professor Debbie Foster, Co-Chairs of the Disability Rights Taskforce on improving the rights of disabled people in Wales through the proposed new Plan. , In addition, DW launched its new Strategic Plan and updated members on progress with the projects Equal Power Equal Voice, Access to Politics Grassroots Network and Access to Elected Office Fund.

***Launch of Disability Wales Manifesto***

Disability Wales successfully delivered the launch of its 2026–2031 manifesto, *From Barely Surviving to Truly Thriving*, bringing together Disabled People's Organisations, members, and political representatives to highlight key policy priorities. The event provided a platform to amplify disabled people's voices, promote the manifesto's core calls to action, and encourage cross-party engagement in advance of the elections. It also strengthened relationships with decision-makers, increased the visibility of disabled people's rights, and built momentum for ongoing advocacy to move beyond survival towards a society where disabled people can truly thrive.

***Launch of the Access to Politics Charter***

Disability Wales was proud to launch the groundbreaking Access to Politics Charter in January 2026, Designed to support Deaf, disabled, and neurodivergent people in standing for elected office in Wales.

Developed by the Access to Politics Grassroots Network, composed primarily of disabled individuals, and funded by the Welsh Government, this Charter marks a significant step toward a more inclusive and representative democracy. The Charter sets out clear, practical commitments for political parties to adopt and ensuring equal and equitable access to both local and national government.

With over 20% of the Welsh population identifying as Deaf, disabled, or neurodivergent, their voices remain underrepresented in political decision-making. This Charter aims to change that by removing barriers and empowering more disabled people to take up positions of leadership and influence.

Political parties across Wales are now being invited to sign up to the Charter and demonstrate their commitment to inclusive politics. By doing so, they will help build a Wales where disabled people can thrive, not just survive.

**Financial review**

DW again received an award of £154,000 in relation to the Equality and Inclusion Grant 2024-2025. DW was also selected to become part of the Clothworkers Disability Equity Portfolio and in January 2026 received the first £100k tranche of £300k over three years towards core unrestricted funds. This funding will be used from April 2026 to help DW achieve its strategic goals and aims.

The Board continues to devote time to look at the scenarios and options available to DW to secure its future and enable work to continue to advance our aims, including a comprehensive strategic review.

DW secured other unrestricted funding during 2026 including: -

- A second donation of £10,000 from Wales and West Housing Association.
- A small amount of unrestricted income from training and consultancy as well as interest on cash savings.
- In-memorial donations from the family, friends and colleagues of the late Graham Findlay, a previous employee of DW and long-standing disabled people's rights activist. At the end of March 2026 these donations had reached just over £3,500. DW is grateful to Graham's family for nominating DW and in accordance with their wishes DW will use the funding to further support the Access to Politics project.

DW secured restricted funding to run programmes and projects including:

- From Welsh Government to run the Grassroots Access to Politics project during the 2025-2026.
- With WEN, Women's Equality Network Wales (lead partner) to run the disability strand of the Equal Power Equal Voice project.
- In partnership with Caerphilly Blaenau Gwent and Rhondda Cynon Taff to run a sub part of their Single Advice Fund scheme.
- CARE Lab Lived Experience Group funded by NIHR and led by Cardiff University.
- The contract to administer the Access to Elected Office fund for the Senedd 2026 elections and the Local Government 2027 elections.

**Expenditure**

Expenditure is continuously reviewed, and savings are made wherever possible, including on communication expenditure and subscriptions. Working remotely continues to keep costs such as printing, stationery and postage low. However, it has increased IT related costs related to our cyber assurance accreditation and the purchase of additional applications to protect us from cybercrime.

During the year new projects have been launched with restricted funding or grants. This has resulted in additional project-based staffing and running costs.

The move to online engagement activities has continued, saving costs associated with meetings and events in a physical space. DW continues to be a member of The Spark community which provides cost effective office space and the opportunity to network and collaborate with university academics and professional services staff, Spark community members and tenants from the public, private and third sectors.

**Staffing**

One member of staff retired during the year and 4 members joined.

**Fundraising and Income Generation**

**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 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 surplus for the year of £55,476 (2025: deficit £34,656) split between an unrestricted surplus £40,885 (2025: deficit £47,716) and a restricted surplus of £14,591 (2025: surplus of £13,060). The restricted surplus relates to the timing difference between expenditure of funds and recognition of income.

At the year end the reserves totalled £411,865 (2025: £356,389) which consists of unrestricted reserves of £358,789 (2025: £317,904) and restricted reserves of £53,076 (2025: £38,485). The free reserves (not including designated funds) of the charity totalled £148,789 (2025: £106,904).

As the shortfall in core unrestricted funding continues the Board have continued to invest surplus free reserves to ensure that DW could continue its vital work.

At the end of 2025 DW was delighted to be selected by the Clothworkers Foundation to become one of the four partners within their new Disability Equity programme portfolio. The portfolio is also joined by Disability Right UK, the learning partner for the programme. The programme provides multi-year, core funding to advance our strategies and strengthen our operations. The programme will build the Clothworkers Foundation understanding and awareness of the ways disability discrimination intersects with other forms of injustice, affecting participation and inclusions of Disabled people across society.

Given the challenging, competitive funding environment in which DW is currently operating the directors have set aside in designated reserves a target level that includes 3-6 months of core and delivery costs plus a designation for reorganisation. The current free reserves are separate from this designation, 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:**
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.

**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 objective of the organisation. In October 2025 DW launched its new strategic plan. In 2026 and onwards DW will work towards achieving our strategic goals.

The organisation will continue to develop and implement a diverse funding strategy and marketing and communications strategy to support the delivery of our strategic goals.

Following the 2026 Senedd elections DW will develop a policy and political influencing strategy aimed at strengthening knowledge, understanding and support among policy makers for DW's Strategic Goals and Manifesto Calls to Actions.

DW will continue to provide secretariat to the Cross-Party Group on Disability. Supporting the establishment of a new group and chair for the Seventh Senedd.

As well as supporting our current projects DW will continue to look for opportunities to develop projects and secure funding that will support the delivery of our strategic goals including the development of our membership and a DPO forum.

DW will continue to develop and disseminate information on disabled people's rights thought social media, email and e-news, as well as responding to consultations and review which impact disabled people.

**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 organisation's policy and work; managing the organisation including its money and people; and always serving the best interests of the organisation. 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.

**Reference and administrative details**

| | |
|---|---|
| **Company number** | 1998621 |
| **Charity number** | 517391 |
| **Registered office** | Disability Wales/ Anabledd Cymru<br>Spark<br>Maindy Road<br>Cardiff<br>CF24 4HQ |
| **Auditors** | Azets Audit Services<br>Ty Derw<br>Lime Tree Court<br>Cardiff Gate Business Park<br>Cardiff<br>CF23 8AB |
| **Bankers** | NatWest<br>19 Cardiff Road<br>Caerphilly<br>CF83 1WF |
| **Solicitors** | Hugh James<br>Two Central Square<br>Cardiff<br>CF10 1FS |
| **Trustees** | Anne Champ - resigned 22 October 2025<br>Caroline Holloway<br>James Kelvir Jones<br>Trevor Palmer<br>Angharad Price<br>Deborah Shaffer<br>Tracey Blockwell<br>Dr Aimee Grant - resigned 22 October 2025<br>Gemma Beer<br>Joseph Powell<br>Janet Thomas<br>Polly Bennett - appointed 22 October 2025 |
| **Company Secretary** | Rhian Davies |
| **Key management personnel** | Rhian Davies - Chief Executive<br>Miranda Evans - Business and Partnerships Manager<br>Angela Davies - Finance Manager |

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

**C E Holloway - Chair**
Trustee
Dated: 21 October 2026

# DISABILITY WALES/ANABLEDD CYMRU

## INDEPENDENT EXAMINER'S REPORT

## TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

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 2026.

**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.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 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. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

**Independent examiner's statement**

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, 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 Companies Act 2006.

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 Companies Act 2006 other than any requirement that the financial statements 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 financial statements 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.

**Andrew Howells**
Azets Audit Services
Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
South Glamorgan
CF23 8AB
United Kingdom

Dated: 2 November 2026

# DISABILITY WALES/ANABLEDD CYMRU

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

### *FOR THE YEAR ENDED 31 MARCH 2026*

| | Notes | Unrestricted funds 2026 £ | Restricted funds 2026 £ | Total 2026 £ | Unrestricted funds 2025 £ | Restricted funds 2025 £ | Total 2025 £ |
|---|---|---|---|---|---|---|---|
| **Income from:** | | | | | | | |
| Donations and legacies | 3 | 256,158 | 128,721 | 384,879 | 227,416 | 62,574 | 289,990 |
| Charitable activities | 4 | 4,845 | 20,007 | 24,852 | 6,068 | - | 6,068 |
| Investments | 5 | 4,056 | - | 4,056 | 6,150 | - | 6,150 |
| **Total income** | | 265,059 | 148,728 | 413,787 | 239,634 | 62,574 | 302,208 |
| **Expenditure on:** | | | | | | | |
| Charitable activities | 6 | 223,715 | 134,596 | 358,311 | 287,006 | 49,858 | 336,864 |
| **Total expenditure** | | 223,715 | 134,596 | 358,311 | 287,006 | 49,858 | 336,864 |
| **Net income/(expenditure)** | | 41,344 | 14,132 | 55,476 | (47,372) | 12,716 | (34,656) |
| Transfers between funds | | (459) | 459 | - | (344) | 344 | - |
| **Net movement in funds** | 7 | 40,885 | 14,591 | 55,476 | (47,716) | 13,060 | (34,656) |
| **Reconciliation of funds:** | | | | | | | |
| Fund balances at 1 April 2025 | | 317,904 | 38,485 | 356,389 | 365,620 | 25,425 | 391,045 |
| **Fund balances at 31 March 2026** | | 358,789 | 53,076 | 411,865 | 317,904 | 38,485 | 356,389 |

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# DISABILITY WALES/ANABLEDD CYMRU

## BALANCE SHEET

### *AS AT 31 MARCH 2026*

| | Notes | 2026 £ | £ | 2025 £ | £ |
|---|---|---|---|---|---|
| **Current assets** | | | | | |
| Debtors | **11** | 11,606 | | 1,769 | |
| Cash at bank and in hand | | 430,787 | | 371,154 | |
| | | 442,393 | | 372,923 | |
| **Creditors: amounts falling due within one year** | **12** | (30,528) | | (16,534) | |
| Net current assets | | | 411,865 | | 356,389 |
| **Income funds** | | | | | |
| Restricted funds | **14** | | 53,076 | | 38,485 |
| Unrestricted funds - general | | | | | |
| Designated funds | **15** | 210,000 | | 211,000 | |
| General unrestricted funds | | 148,789 | | 106,904 | |
| | | | 358,789 | | 317,904 |
| | | | 411,865 | | 356,389 |

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 2026.

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 21 October 2026

**CE Holloway - Chair of Trustees**

**Company Registration No. 1998621**

# DISABILITY WALES/ANABLEDD CYMRU

## STATEMENT OF CASH FLOWS

***FOR THE YEAR ENDED 31 MARCH 2026***

| | Notes | 2026 £ | 2026 £ | 2025 £ | 2025 £ |
|---|---|---|---|---|---|
| **Cash flows from operating activities** | | | | | |
| Cash generated from/(absorbed by) operations | **20** | | 55,577 | | (18,093) |
| **Investing activities** | | | | | |
| Investment income received | | 4,056 | | 6,150 | |
| **Net cash generated from investing activities** | | | 4,056 | | 6,150 |
| **Net cash generated from financing activities** | | | - | | - |
| **Net increase/(decrease) in cash and cash equivalents** | | | 59,633 | | (11,943) |
| Cash and cash equivalents at beginning of year | | | 371,154 | | 383,097 |
| **Cash and cash equivalents at end of year** | | | 430,787 | | 371,154 |

## 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 2026.

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.

**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.

**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.

## 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 general 2026** | **Restricted funds 2026** | **Total 2026** | Unrestricted funds general 2025 | Restricted funds 2025 | Total 2025 |
|---|---|---|---|---|---|---|
| | **£** | **£** | **£** | £ | £ | £ |
| Donations and subscriptions | 1,658 | 3,502 | 5,160 | 47,416 | - | 47,416 |
| Grants receivable | 254,500 | 125,219 | 379,719 | 180,000 | 62,574 | 242,574 |
| | 256,158 | 128,721 | 384,879 | 227,416 | 62,574 | 289,990 |
| **Grants receivable for core activities** | | | | | | |
| Welsh Government | 154,500 | 95,000 | 249,500 | 150,000 | 45,000 | 195,000 |
| WCVA grant | - | - | - | - | 4,221 | 4,221 |
| Women's Equality Network Wales | - | - | - | - | 13,353 | 13,353 |
| Moondance | - | - | - | 30,000 | - | 30,000 |
| Clothworkers Foundation | 100,000 | - | 100,000 | - | - | - |
| Cardiff University | - | 9,719 | 9,719 | - | - | - |
| Citizens Care Advice Blaenau Gwent | - | 20,500 | 20,500 | - | - | - |
| | 254,500 | 125,219 | 379,719 | 180,000 | 62,574 | 242,574 |

## 4 Income from charitable activities

| | **Unrestricted funds 2026** | **Restricted funds 2026** | **Total 2026** | **Unrestricted funds 2025** | **Restricted funds 2025** | **Total 2025** |
|---|---|---|---|---|---|---|
| | **£** | **£** | **£** | **£** | **£** | **£** |
| **Charitable Activities** | | | | | | |
| Sale of goods | 4,845 | 20,007 | 24,852 | 6,068 | - | 6,068 |

5 **Income from investments**

| | Unrestricted funds 2026 £ | Unrestricted funds 2025 £ |
|---|---|---|
| Interest receivable | 4,056 | 6,150 |

**6 Charitable activities**

| | Information/publications | Development & training | Policy & consultation | Total 2026 | Information/publications | Development & training | Policy & consultation | Total 2025 |
|---|---|---|---|---|---|---|---|---|
| | 2026 | 2026 | 2026 | | 2025 | 2025 | 2025 | |
| | £ | £ | £ | £ | £ | £ | £ | £ |
| Staff costs | 97,088 | 97,088 | 97,088 | 291,264 | 89,638 | 89,638 | 89,638 | 268,914 |
| Advertising | 354 | 354 | 354 | 1,062 | 433 | 433 | 433 | 1,299 |
| Communication and transcriptions | 5,573 | 5,573 | 5,573 | 16,719 | 1,197 | 1,197 | 1,197 | 3,591 |
| Office | 349 | 349 | 349 | 1,047 | 246 | 246 | - | 492 |
| Project expenses | 970 | 970 | 970 | 2,910 | 2,439 | 2,439 | 2,685 | 7,563 |
| Subscriptions | 2,629 | 2,629 | 2,629 | 7,887 | 1,601 | 1,601 | 1,601 | 4,803 |
| Sundry | 87 | 87 | 87 | 261 | - | - | - | - |
| Telephone | 645 | 645 | 645 | 1,935 | 1,458 | 1,457 | 1,457 | 4,372 |
| Travel and subsistence | 1,133 | 1,133 | 1,133 | 3,399 | 512 | 512 | 512 | 1,536 |
| Website and design rebrand | 673 | 673 | 673 | 2,019 | 672 | 672 | 672 | 2,016 |
| | 109,501 | 109,501 | 109,501 | 328,503 | 98,196 | 98,195 | 98,195 | 294,586 |
| Share of support costs (see note 8) | 7,517 | 7,516 | 7,516 | 22,549 | 6,920 | 6,920 | 6,919 | 20,759 |
| Share of governance costs (see note 8) | 2,419 | 2,420 | 2,420 | 7,259 | 7,173 | 7,173 | 7,173 | 21,519 |
| | 119,437 | 119,437 | 119,437 | 358,311 | 112,289 | 112,288 | 112,287 | 336,864 |

**7 Net movement in funds**

| | 2026 | 2025 |
|---|---|---|
| | £ | £ |
| The net movement in funds is stated after charging/(crediting): | | |
| Fees payable for the independent examination of the charity's financial statements | 5,370 | 4,980 |

**8 Support costs**

| | Support costs | Governance costs | 2026 | Support costs | Governance costs | 2025 |
|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ |
| Bank charges | 435 | - | 435 | 371 | - | 371 |
| IT costs | 7,001 | - | 7,001 | 5,564 | - | 5,564 |
| Premises & Insurance | 14,953 | - | 14,953 | 14,824 | - | 14,824 |
| Other support costs | 160 | - | 160 | - | - | - |
| Independent examiners fees | - | 5,370 | 5,370 | - | 4,980 | 4,980 |
| AGM and professional fees | - | 1,889 | 1,889 | - | 16,539 | 16,539 |
| | 22,549 | 7,259 | 29,808 | 20,759 | 21,519 | 42,278 |
| Analysed between | | | | | | |
| Charitable activities | 22,549 | 7,259 | 29,808 | 20,759 | 21,519 | 42,278 |

Governance costs includes payments to the independent examiners of £5,370 (2024: £4,980).

**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 £nil (2025: £16) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and no trustees (2025: 1) were paid expenses in the year, in relation to travel, subsistence and accommodation.

## 10 Employees

**Number of employees**

The average monthly number of employees during the year was:

| | 2026 Number | 2025 Number |
|---|---|---|
| Service delivery | 7 | 5 |
| Administration | 2 | 2 |
| | 9 | 7 |

| Employment costs | 2026 £ | 2025 £ |
|---|---|---|
| Wages and salaries | 256,851 | 237,111 |
| Social security costs | 19,875 | 17,925 |
| Other pension costs | 14,538 | 13,878 |
| | 291,264 | 268,914 |

**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 £136,301 (2025 - £163,200).

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

| | 2026 Number | 2025 Number |
|---|---|---|
| £60,001 to £70,000 | 1 | 1 |

## 11 Debtors

| Amounts falling due within one year: | 2026 £ | 2025 £ |
|---|---|---|
| Trade debtors | 8,421 | - |
| Prepayments and accrued income | 3,185 | 1,769 |
| | 11,606 | 1,769 |

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

| | 2026 | 2025 |
|---|---|---|
| | £ | £ |
| Other taxation and social security | 6,976 | 5,435 |
| Trade creditors | 4,369 | 5,550 |
| Other creditors | 1,698 | - |
| Accruals | 17,485 | 5,549 |
| | 30,528 | 16,534 |

**13 Retirement benefit schemes**

| **Defined contribution schemes** | 2026 £ | 2025 £ |
|---|---|---|
| Charge to profit or loss in respect of defined contribution schemes | 14,538 | 13,878 |

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

**14 Restricted funds**

| | Balance at 1 April 2024 | Movement in funds: Incoming resources | Movement in funds: Resources expended | Movement in funds: Transfers | Balance at 1 April 2025 | Movement in funds: Incoming resources | Movement in funds: Resources expended | Movement in funds: Transfers | Balance at 31 March 2026 |
|---|---|---|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ | £ | £ | £ |
| EPEV - Equal Power Equal Voice 2025-2028 | - | - | - | - | - | 20,007 | (20,466) | 459 | - |
| ATEO - Access to Elected Office Fund 2025-2027 | - | - | - | - | - | 50,000 | (30,348) | - | 19,652 |
| CACBG SAF | - | - | - | - | - | 20,500 | (18,818) | - | 1,682 |
| Carelab | - | - | - | - | - | 9,719 | (9,719) | - | - |
| In Control - Holding Account | 3,217 | - | - | - | 3,217 | - | - | - | 3,217 |
| WCVA Wales Volunteering Grant | 1,972 | - | - | - | 1,972 | - | - | - | 1,972 |
| NLCF - Equal Power Voice | (4,381) | 13,353 | (9,316) | 344 | - | - | - | - | - |
| DPO Grants | 1,263 | - | - | - | 1,263 | - | - | - | 1,263 |
| Welsh Government EU Transition Fund | 115 | - | - | - | 115 | - | - | - | 115 |
| Endeavour Project | 15,170 | - | - | - | 15,170 | - | - | - | 15,170 |
| Voter Registration Grant | 1,703 | - | - | - | 1,703 | - | (1,703) | - | - |
| Other | 1,046 | 4,221 | (5,192) | - | 75 | - | - | - | 75 |
| WCVA Third Sector Resillience Fund | 5,320 | - | - | - | 5,320 | - | | - | 5,320 |
| Access to Politics | - | 45,000 | (35,350) | - | 9,650 | 45,000 | (53,542) | - | 1,108 |
| In Memory of Graham Findlay - Improving Access into Politics | - | - | - | - | - | 3,502 | - | - | 3,502 |
| | 25,425 | 62,574 | (49,858) | (344) | 38,485 | 148,728 | (134,596) | 459 | 53,076 |

**14 Restricted funds** **(Continued)**

**EPEV - Equal Power Equal Voice 2025-2028 -** a new programme of which we are one partner and the leading partner is WEN Wales, providing mentoring to disabled people.

**ATEO - Access to Elected Office Fund 2025-2027 -** funding to run the programme on behalf of Welsh Government. Funding is for the administrative and running costs of the project.

**CACBG SAF -** Signal advice funding. Funding via Citizen advice to provide training, mentoring and advice to citizen advice staff and volunteers related to disabled people.

**Carelab** - Cardiff University research project, of which Disability Wales is one of the partners. We developed and now manage the lived experienced group of disabled people.

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

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

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

**DPO Grants** - 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.

**14 Restricted funds** **(Continued)**

**Welsh Government EU Transition Fund -** Capacity enhancing Brexit support programme for disab ed 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.

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

**Other** - Catalyst Cymru: Broadening Horizons project funded by the National Lottery Heritage Fund Wales (NLHF Wales).

**WCVA Third Sector Resillience Fund** - Grant award to enhance our potential for income generation by developing a strategy to scale up capacity to deliver training and consultancy services.

**Access to Politics** - Grant funding from the Welsh Assembly to develop a non-partisan grassroot network of disabled people aimed at improving Access to Politics as well as a Access to Politicis Charter and Toolkit

**In Memory of Graham Findlay - Improving Access into Politics -** Funding in Memory of Graham Findlay to improve access into Politics scheme.

**Transfers:** 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. Transers 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.

## 15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

| | At 1 April 2025 | Incoming resources | Resources expended | Transfers | At 31 March 2026 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| Bursary scheme | 1,000 | - | - | (1,000) | - |
| Sustainable Base | 140,000 | - | - | - | 140,000 |
| Re-organisation | 70,000 | - | - | - | 70,000 |
| General funds | 106,904 | 265,059 | (223,715) | 541 | 148,789 |
| | 317,904 | 265,059 | (223,715) | (459) | 358,789 |

| Previous year: | At 1 April 2024 | Incoming resources | Resources expended | Transfers | At 31 March 2025 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| Bursary scheme | 1,000 | | | | 1,000 |
| Sustainable Base | 140,000 | - | - | - | 140,000 |
| Re-organisation | 70,000 | - | - | - | 70,000 |
| General funds | 154,620 | 239,634 | (287,006) | (344) | 106,904 |
| | 365,620 | 239,634 | (287,006) | (344) | 317,904 |

**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.

**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.

## 16 Analysis of net assets between funds

| | Unrestricted funds 2026 | Designated funds 2026 | Restricted funds 2026 | Total 2026 |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **At 31 March 2026:** | | | | |
| Current assets/(liabilities) | 148,789 | 210,000 | 53,076 | 411,865 |
| | 148,789 | 210,000 | 53,076 | 411,865 |

**16 Analysis of net assets between funds** **(Continued)**

| | Unrestricted funds 2025 £ | Designated funds 2025 £ | Restricted funds 2025 £ | Total 2025 £ |
|---|---|---|---|---|
| **At 31 March 2025:** | | | | |
| Current assets/(liabilities) | 106,904 | 211,000 | 38,485 | 356,389 |
| | 106,904 | 211,000 | 38,485 | 356,389 |

**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 trustee of Wales Council for Voluntary Action (WCVA). The charity received income from WCVA totalling £1,019 during the year (2025: £4,221). The charity were invoiced £192 (2025: £nil) by WCVA during the year. There were no amounts outstanding at the current or prior year end.

Trevor Palmer is also a trustee Responsable Assistance. The charity received income from Responsable Assistance totalling £nil during the year (2025: £88). Amounts oustanding at the year end totalled £nil (2025: £nil).

**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 £14,538 (2025: £13,878).

Contributions due at the year end are £nil (2025: £nil).

**20 Cash generated from/(absorbed by) operations**

| | 2026 £ | 2025 £ |
|---|---|---|
| Surplus/(deficit) for the year | 55,476 | (34,656) |
| **Adjustments for:** | | |
| Investment income recognised in statement of financial activities | (4,056) | (6,150) |
| **Movements in working capital:** | | |
| (Increase)/decrease in debtors | (9,837) | 26,916 |
| Increase/(decrease) in creditors | 13,994 | (4,203) |
| **Cash generated from/(absorbed by) operations** | 55,577 | (18,093) |

**21 Analysis of changes in net funds**

The charity had no material debt during the year.

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