



disability wales
anabledd cymru

REVIEW 2015-2016

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Disability Wales receives funding from the Welsh Government

Published by Disability Wales 2016
Disability Wales is a registered charity, No. 517391
and a company limited by guarantee, No.1998621



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INVESTMENTS IN PEOPLE | BUDDISODDOWYR
IN PEOPLE | MIEWN POBL



ARDDOR GAI Y LOTERI
LOTTERY FUNDED



Mission

Disability Wales is the national association of Disabled People's Organisations striving for the rights, equality and independence of all disabled people.

Strategic aims

To develop and support the work of organisations led by disabled people

To be an effective advocate for the views, priorities and interests of our members

To influence policy and decision makers at all levels

To develop and deliver services that benefit disabled people

Strategic Objectives

To develop Disability Wales as a strong membership led organisation which can effectively represent the interests of members

To represent the interests of disabled people in Wales to government and other decision makers with the aim of advancing policies for disabled people

To initiate, and to work in partnership with others, the delivery of campaigns which improve services and raise awareness of disability issues

To develop sustainable funding arrangements

To maintain effective and sustainable governance and management arrangements

To monitor and measure the impact of Disability Wales' work



Chair's Report 2015/2016

This has been a very busy, but testing, year for all of us at Disability Wales.

Despite all the uncertainties at the beginning of the financial year across the voluntary sector, about temporary funding arrangements, whilst the Welsh Government was developing a new funding scheme, we still had a programme to deliver and an organisation to run!

Our projects continued apace, with Enabling Wales, Citizen's Directed Co-operatives Cymru, and DRILL all in full flow, and working well in supporting their respective members/audiences. They have each been innovative in their own ways, and have attracted considerable interest from both partner and outside organisations. This is on top of our day-to-day work of the organisation, promoting the rights and equality of all disabled people.

Funding is an ongoing issue, and as you will be aware, by December we knew that our application for further financial support from Social Services Division within Welsh Government was not successful, as the criteria changes were disadvantageous to umbrella organisations such as ours. Funding from March 2016 onwards was now only available to projects, and did not take account of ongoing organisational costs, which was a huge blow to all of us at DW. This led to a great deal of uncertainty for the organisation, our staff, and

obviously our member organisations and individuals. You will have heard from our Chief Executive about all the subsequent changes in staffing and structure, but I would just like to thank everyone for the huge amount of support that we have received from within and outside the voluntary sector across Wales.

As is usual, the Board of Directors have continued to develop both group and individual training sessions to upskill us in an

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Our projects continued apace, they have each been innovative in their own ways, and have attracted considerable interest from both partner and outside organisations.



ever changing business environment. This is done on both the outcome of personal development interviews held each year, and identified through the findings of our strategic review that we undergo every few years across the organisation, involving staff and board members.

During the year, members leaving the Board have been April Harper, Alan Thomas, and our former treasurer – Steve Sweetman. We thank them all for their time, effort and support shown to DW, and wish them well in their new endeavours. Since the last AGM we also welcomed back former director Delwyn Evans, who returned after a short spell away, and new directors – Marilyn Jarrett and Willow Holloway. We hope they will enjoy being part of shaping and growing Disability Wales as we move forward.

I would like to finish by thanking all the staff for their hard work and enthusiasm in continuing the work of DW in such unsettling circumstances; the Board of Directors in supporting me as Chair throughout the year, and Rhian Davies, our Chief Executive for her vision in taking DW forward in pursuit of equality and independent living for disabled people across Wales.

Wendy Ashton *Chairperson*



Treasurer's Report 2015/2016

As I indicated in last year's report, our funding in 2014-2015 was the third year of a three year funding cycle from the Welsh Government, and arrangements were in place for transitional funding for 2015-2016 in relation to our core-funded work, albeit with a 5% reduction. Obviously, in real terms this represented a greater loss to our income when year-on-year costs were taken into account, so we have had to become much more proactive in income generation both to bridge that gap, and build up our expertise in this area. Longer - term funding opportunities are being sought in earnest, along with further diversification of our funding sources. Both the Board of Directors and DW as a whole continue to re-assess how we can best achieve a robust and self-sustaining financial future.



Despite increasing constraints on funding across the third sector, not just in relation to disabled people's organisations, we have had a very busy and productive year. As I have mentioned previously, one of the ways of sharing out limited funds has been to work co-productively, and in partnership with organisations who have similar interests, and respect our aims and values. Both our Enabling Wales, and Citizen Directed Co-operatives Cymru Projects, are partnership projects on which DW has lead responsibility, each are proving valuable in building skills, information and support networks for the respective participants, and are well received. I have a specific interest in the CDCC project as I chair the project advisory group, and have attended a number of the events during this year of the project. Working with the Wales Co-operative Centre in this way has been a new experience for DW, and I feel we have both been able to learn from each other, in a way that we can build on for the future.

Auditor's recommendations

The main recommendation from our auditors has been around securing our longer-term future, and continuing to safeguarding

our moneys within the Government financial protection scheme. The amount the government protects under any one licence has reduced to £75,000.00, but as our bond holdings are in longer term products, you will note that the amount we currently have in each scheme is above this. We constantly monitor this against the costs we would incur in changing our products mid-term, and in taking into account, the access we could need to those monies in the short term, given our changing financial circumstances.

Moving forward

Changes in pension regulations now affect all employers, and although our "staging date", or time for change, is not until next financial year, preparations are in place for us to adopt the new procedures.

In December 2015, we were notified that our funding application no longer met the new criteria set by Welsh Government, and you will have heard form our Chief Executive, and others, the upheaval this has brought to the organisation. This requires an entirely new way of both working and funding, and lots of changes have been put in place since the last quarter of the financial year. We continue to work to achieving a financially sustainable organisation, and to support member organisations and individuals to strive for equality for all disabled people.

Finally, I would like to thank Paula Reed, our Finance and Office Manager, for all her work in preparing our accounts and related paperwork, and Broomfield & Alexander Accountants and Auditors, for their support and advice throughout the year.

Mandi Glover *Treasurer*

“**One of the ways of sharing out limited funds has been to work co-productively, and in partnership with organisations who have similar interests, and respect our aims and values.**”

Statement of Financial Activities

(incorporating the INCOME AND EXPENDITURE ACCOUNT)
Year ended 31st March 2016

	Unrestricted Funds	Restricted Funds	Total Funds 2016	Total Funds 2015
	£	£	£	£
Income and endowments from:				
Donations and legacies	402,702	-	402,702	423,357
Charitable activities	66,453	235,447	301,900	224,083
Investments	1,820	-	1,820	278
Total income and endowments	470,975	235,447	706,422	647,718
Expenditure on:				
Charitable activities	476,628	238,659	715,287	656,268
Total expenditure	476,628	238,659	715,287	656,268
Net movement in funds	(5,653)	(3,212)	(8,865)	(8,550)
Reconciliation of Funds				
Total funds brought forward	388,942	2,330	391,272	399,822
Total funds carried forward	383,289	(882)	382,407	391,272

Balance Sheet

As at 31st March 2016

	2016		2015	
	£	£	£	£
Current assets:				
Debtors	68,691		91,058	
Cash at bank and in hand	397,367		377,187	
	<u>466,058</u>		<u>468,245</u>	
Liabilities:				
Creditors: Amounts falling due within one year	(83,651)		(76,973)	
Net current assets		<u>382,407</u>		<u>391,272</u>
Net assets		<u>382,407</u>		<u>391,272</u>
The funds of the charity:				
Restricted income funds		(882)		2,330
Unrestricted income funds		<u>383,289</u>		<u>388,942</u>
Total charity funds		<u>382,407</u>		<u>391,272</u>

Board of Directors 2015/2016

Chairperson

Wendy Ashton

Treasurer

Stephen Sweetman *Resigned 8 October 2015*

Mandi Glover *From 8 October 2015*

Vice Chairperson

April Harper *Resigned 19 August 2015*

Board Members

Natasha Hirst

David Power

Terry Mills

Alan Thomas *Resigned 8 October 2015*

Trevor Palmer

Simon Green

Delwyn Evans *Appointed 8 October 2015*

Caroline Holloway *Appointed 8 October 2015*

Marilyn Jarrett *Appointed 8 October 2015*



Chief Executive's Report

To state that 2015/16 was a year of 'two halves' could not be more apt. Until late Autumn, DW was enjoying a very high profile for its work campaigning for the rights, equality and independent living of all disabled people. This included successful delivery of its innovative projects Enabling Wales and Citizen Directed Co-operatives Cymru; the launches of the Disabled People's Manifesto and another new project Disability Research on Independent Living and Learning (DRILL); and a much acclaimed Annual Conference on the new Social Services and Well-being Wales Act (2014).



At the Conference, the Minister for Health and Social Services Professor Mark Drakeford AM praised DW and its members for their valued contribution to the development of the Act:

“The impact of Disability Wales and others has been enormous from the beginning with the [Social Model] tool kit and the impact that continues to have, through the technical groups in the way Disability Wales was influencing the detail on which this Act will rely”.

Nevertheless DW's application was turned down for a Welsh Government Sustainable Social Services Third Sector Grant, following the change from core to project funding. The devastating news, conveyed by email, meant that DW had lost its main source of funding and was at serious risk of closure by the following Spring.

DW's Board and staff drew on their well-honed lobbying skills to exert pressure on Welsh Government both internally and externally to remedy the situation. The news sent shockwaves throughout Wales and DW's plight made headline news across



all TV channels, print and online media.

Members responded with horror describing the threat of closure as “seriously bad news for disability rights in Wales” and “devastating”, while one tweeted: “The thought of Wales without DW – shocking is too mild a word for this news.”

Many of DW's stakeholders were incredulous about Welsh

Government's decision, citing DW's 'track record, representative role.... profile and.... skilful and effective contribution to Welsh social care policy on so many issues'.

There are few organisations in Wales which combine DW's policy reach with its ability to credibly advocate the voice of grassroots members. Although funded for over 40 years by the Social Services division, in representing the voice of Disabled People's

Organisation's, DW works across departments including Housing, Transport, Planning and Fairer Futures. This includes participation in a range of high level stakeholder groups as well as the co-ordination of consultation responses which contribute significantly to policy issues such as Active Travel, Accessible Housing Registers, Design and Access Statements and Hate Crime.

Many organisations commented on how much they relied on DW to cover issues that were beyond their remit, whilst officials raised concerns about how they would engage with disabled people in future without the national co-ordinating body.

The loss of DW's core grant was perceived by members as yet another attack on disabled people in the wake of UK Government's welfare reform measures which have seen

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Although funded for over 40 years by the Social Services division, in representing the voice of Disabled People's Organisation's, DW works across departments including Housing, Transport, Planning and Fairer Futures.

substantial cuts in their benefits and services. Furthermore, in the run up to the Assembly Elections, the closure of the national disabled people's organisation at the hands of Welsh Government would not present the administration in a positive light.

After a protracted period of negotiation, Welsh Government Ministers agreed a three year tapering funding package of £600K to be awarded via the Fairer Futures division. Its aim is to support DW in achieving a more sustainable financial basis, nevertheless it represents a 50% cut in funding over the period.

DW undertook a strategic review and identified a range of actions aimed at reducing its expenditure as well as generating new sources of income, requiring the Board to take some difficult decisions. It will be a significant challenge to raise the level of funds required within the short time-scale, without comprising the value base for which the organisation is greatly admired and respected.

The ongoing uncertainty inevitably led to several staff deciding to move on and take up posts elsewhere. DW said farewell to Rhyan Berrigan, Julie Bilton, Tina Evans, Rebecca Newsome, Kelly Stuart and Paul Swann. Between them they clocked up over 50 years of service and we thank them for their hard work and valued contribution to DW.

I also take the opportunity to thank everyone for the overwhelming support received and for the continued good will towards the organisation. In particular we appreciated the way that our members rallied around and spoke so eloquently about what DW means to them and the valued role it plays in their lives individually and collectively.

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It will be a significant challenge to raise the level of funds required within the short time-scale, without comprising the value base for which the organisation is greatly admired and respected.



The Board of Directors, Chaired by Wendy Ashton has been unstinting in its commitment to DW, travelling from all over Wales and putting in hundreds of hours of their own time to securing a sustainable future for the organisation. I thank them wholeheartedly for their personal support as well as our management team Miranda French and Paula Reed who together with Enabling Wales Development Officer Rhiannon Hicks have worked heroically in maintaining the work of the organisation.

With its dedicated team of Directors and staff and loyal membership, DW is rebuilding for the future. Projects may come and go but the voice of disabled people in Wales will not be silenced.

Rhian Davies *Chief Executive*

Impact Report

OBJECTIVE 1

To develop Disability Wales as a strong membership-led organisation

As an umbrella body DW is committed to building the capacity of its membership through supporting the development of new groups of disabled people as well as providing information, training and resources to existing members.

Member Group Development

DW was delighted to welcome three Disabled People's Organisations into full membership:

- Pembrokeshire People First;
- The Autistic Women's Empowerment Project;
- Underdog Trust.

Training and Capacity Building

UN Convention on the Rights of Disabled People and the Social Services and Well-being (Wales) Act 2014: two regional workshops 'Oh, what's occurring?' delivered on 16 July, Llanrwst (12 participants) and 8 Sept, Carmarthen (18 participants).

DW Annual Conference: *You say you want a revolution: Getting to the heart of the Social Services and Well-being (Wales) Act 2014.* 8 October, Copthorne Hotel, Cardiff.

Chaired by Adrian Masters (Political Editor ITV Wales). Speakers included: Minister for Health and Social Services Prof Mark Drakeford AM; Cathryn Thomas SSIA; Rhian Huws-Williams CCW; disabled comedian Ted Shiress. There was also a screening of a film featuring contributions from DW regional workshop participants (92 participants)



Evaluation of the Annual Conference indicated that knowledge of the SSWb Act among participants increased from an average score of 5.9 before the event to 9.5 out of 10 afterwards.

What people said they found most useful about the event:

Understanding the involvement of other organisations and the citizen centred approach.

Networking.

The variety of speakers as this provided an insight into different aspects of the Act. Also the fears and hopes of service users.

Hearing the views of disabled people and organisations.

Community Voice

Bridgend

DW is part of *Shaping Our Lives & Communities, Planning Together*, Bridgend Association of Voluntary Organisations (BAVO) NEEDS MUST/ PAN FO ANGEN Community Voice Big Lottery project.

The project is led by Bridgend Coalition of Disabled People (BCDP) in partnership with Wales Council of Blind People and DW providing guidance, information and training.

4 events were held between April 2015 – March 2016 on 'Know your Rights' (15 participants); 'How to get involved in Services' (12 participants) and the Social Services and Wellbeing (Wales) Act (42 participants) involving many disabled people from across the Bridgend County Borough.





Feedback from participants indicated an increased level of confidence, interest and enthusiasm amongst disabled people to get involved in influencing policy and helping to shape services in their area.

Enabling Wales

The Enabling Wales Project is a partnership between Disability Wales, the Wales Co-operative Centre and Dewis Centre for Independent Living (CIL), with £318,000 of financial support over 3 years from the Welsh Government's Equality and Inclusion Grant.



Enabling Wales has completed the six month training programme over the four regions of Wales. Altogether 64 disabled adults and 13 young disabled people attended the training programme, with 31 achieving Level One in Active



Citizenship – Equality and Democracy and 6 achieving Entry Level One in Citizenship.

All participants enjoyed the training programme with one stating that it was:

A thoroughly enjoyable training session which will prove to be very useful in assisting disabled people in bringing about change.

Participants in Programme one in Bridgend and Programme two in Carmarthen were invited to a graduation event in January where Lesley Griffiths AM, Minister for Communities and Tackling Poverty, presented the participants with their certificates. It was a celebratory event with one participant noting after the event:

“On behalf of the three young people involved in the ceremony last week I would just like to say a big thank you. They all had a good time and felt that had been valued for the work they did.”

Following the Graduation event, the Minister wrote to DW stating:

“I was delighted to see how the Equality and Inclusion grant is contributing to such a worthwhile and innovative project. It was heartening to meet such enthusiastic and committed participants. I am sure the confidence and knowledge they have gained from this programme will stand them in good stead to become further involved in their communities and ensure their voices are heard. By ensuring that disabled people are aware of their rights, barriers to equality and inclusion can be highlighted, challenged and tackled. Fantastic celebratory event.”





Enabling Wales moved onto the next stage of the project, this involves providing business consultancy support to four Disabled Peoples Organisations across Wales alongside the Wales Cooperative Centre and Dewis CIL to become Centres for Independent Living. As part of this stage, a tender exercise is set to take place, where our partners will decide on the two successful groups who will go on to receive further intensive business consultancy support. In turn, they will become the two new Centres for Independent Living in Wales as social enterprises.



Citizen Directed Co-operatives Cymru

CDCC is an innovative project delivered in partnership between Disability Wales and the Wales Co-operative Centre. It is funded by Big Lottery's BIG Innovation fund from October 2014 until March 2018.



The project supports greater voice, choice and control for disabled people through the development of citizen directed



co-operatives as a new way to manage direct payments.

Its objectives are to: create at least one citizen directed co-operative in Wales; increase the uptake of direct payments in Wales; and create an environment where more citizen directed co-operatives can develop.

The project is being delivered in four stages:



1. Encourage
2. Engage
3. Excel
4. Endeavour and Evaluate

CDCC has completed the first two stages: Encourage and Engage. A programme of eight roadshows were held around Wales, with four targeted at local authority and third sector stakeholders and four at citizens. These were aimed at raising awareness about direct payments, co-operatives, and also how to get involved in the project. Participants had the opportunity to develop ideas and proposals for forming co-operatives in their area, which would be considered for participation in the second stage of the programme – Engage.

Stage 1 involved extensive engagement and outreach across Wales. A total of 152 participants attended the 8 roadshows. Also a further 49 meetings were held with 167 professionals overall, and 22 disability people's organisations were visited, reaching 240 citizens.

Following the evaluation of project participants:

83% of citizens who engaged with the project reported that they have benefited as a result, including increased confidence talking in a group setting, meeting new people, approaching local authorities, as well as general



confidence in understanding direct payments and direct payment co-operatives;

16% joined a Disabled People's Organisation with 33% indicating they have become more actively engaged in the community;

66% feel more strongly that they can make a difference;

83% of citizens involved in developing co-operatives reported a greater sense of wellbeing as a result, including that attending the events inspired them, made them feel good about themselves and helped them to feel more positively;

80% said the events made them feel more positive about the future.

The Stage 1 process led to five proposals being submitted by a range of groups around Wales, from which three were selected to progress to the next stage. DW and Wales Co-operative Centre ran several workshops tailored to each of the three groups. The groups were based in North, West and South-east Wales. Each had a different focus: older people, young disabled people and children and adults with learning difficulties and their families.

Two groups submitted applications making their case to be selected for the funding and further support available from the project to become a fully-fledged co-operative. Based on the criteria the group selected was Monmouthshire Direct Payments Co-operative, which will progress to Stage 3 Excel with an award of £50,000 to assist with starting up. The other



group was referred for further support to Wales Co-operative Centre's new scheme 'Care to Co-operate'.

Professor Mark Drakeford AM, Minister for Health and Social Services, welcomed the announcement about Monmouthshire Direct Payments Co-operative:

"This is an exciting opportunity to deliver a co-operative approach in Wales. Direct payments can support people to get on with their lives in ways that really matter to them. This is a great example of a project being delivered co-operatively, and it will provide opportunities for organisations across the country to learn from the experience."

A Rights Based Approach to Meeting Responsibilities towards Disabled People, Elected Members Training

On behalf of the Welsh Government between November 2015 – March 2016, Disability Wales undertook 'A Rights Based Approach to Meeting Our Responsibilities Towards Disabled People' for elected members and policy officers.

This course was developed as a result of a successful tender being awarded to Disability Wales by the Welsh Government's Fairer Futures division. It was developed by Disability Wales in association with Chris Tally Evans, a freelance disability equality consultant contracted to develop and deliver the training.

The content of the training included the requirements of the Equality Act 2010, the Wales Specific Duties, the United Nations Convention on the Rights of Disabled People (UNCPRD) and other relevant legislation and guidance, as well as how they can be used to underpin a rights-based approach to service delivery from the Social Model of Disability.

A full set of supporting notes was made available during the course in hard copies and online in both Welsh and English. A number of supporting documents and interactive learning

opportunities have been developed and made available online via the learning platform for NHS Wales <https://learning.wales.nhs.uk/> which is also open to local authority members and staff.

In January to March 2016, 7 disability rights training sessions were held across Wales. These were attended by 101 elected members and policy officers representing 17 Welsh local authorities.

The training was measurably successful with the vast majority of delegates reporting a significant increase in their knowledge and understanding of a range of disability rights and equalities issues.

The sessions served as a useful tool to highlight areas in which disabled people's rights are still not being fully met and to define areas and challenges for future improvement.

86% of participants said that their knowledge had increased as a result of the training.

Interactive session – excellent! Case Studies – excellent! Relaxed atmosphere. Able to be free to speak.

Excellent training.

Da iawn. Angen un arall yn Sir Ddinbych. (Very good. Need another one in Denbighshire)

Very good course, easy to understand.

Enlightening.

Could have been a longer session as it was interesting and informative.

Diolch yn sesiwn dda, wedi dysgu llawer – gwneud: mi feddwl yn wahanol. (Thanks for a very good session, I have learned a lot – made me think differently.)



Information

DW continues to provide information to its members and the wider general public on a range of policy areas. It holds themed events around Wales aimed at disabled people and their organisations. DW makes full use of the internet in order to enhance communications and reach out to a wider network through its website, social media platforms and through email. DW engages disabled people on and offline in its policies, campaigns and projects.

Website www.disabilitywales.org

Between April 2015 and March 2016 over 30,000 internet users viewed DW's website. The number of page views reached 83,967. DW had 29,919 new visits to the site and the most popular pages were News, About us, Social Model of Disability, Projects and Events.

DW continually updates its website by refreshing pages with up to date information about projects, news, events, policy and campaigns.

DW has embedded BrowseAloud software into its site. BrowseAloud is assistive technology that adds text-to-speech functionality to websites. BrowseAloud adds speech and reading support tools to online content to extend the reach of websites for people who require reading support. This includes those with dyslexia, learning difficulties, mild visual impairments and those with English as a second language. These groups benefit from the audio-visual reinforcement of online content when using BrowseAloud.



Social Media

DW relies on its members and the wider public for support and so needs to find different ways to reach its supporters, potential donors and volunteers. Social media can be one of the most effective ways to build supporters, share success stories, network with like-minded organisations, encourage people to sign up to campaigns, recruit volunteers, or demonstrate the impact of the organisations work.

DW uses Facebook, Twitter and You Tube as a means to communicate and engage a wider network of people and organisations online.

DW had 1,656 Facebook 'likes' by the end of the year, which was an increase of 296.

DW Twitter 'followers' reached 9,133, which was an increase of 1,322 compared to the previous year.

The Facebook logo, consisting of the word "facebook" in white lowercase letters on a dark blue rectangular background.The Twitter logo, consisting of the word "twitter" in a light blue, lowercase, sans-serif font.The YouTube logo, consisting of the words "You Tube" in white, with "You" in a smaller font and "Tube" in a larger font, set against a red rounded rectangle with a white play button icon.

e-News

12 issues of enews were sent to DW members. Stories included: Disabled Peoples Manifesto for Wales; Social Services and Well-being (Wales) Act; Independent Living Fund; Personal Independence Payment; Disability Hate Crime; Direct Payments; UN Convention on the Rights of Disabled People; Well-being of Future Generations (Wales) Act; and more.

In November 2015, DW issued a 'Get Online' special edition e-news by working with Digital Communities Wales, a digital inclusion programme funded by the Welsh Government and delivered by the Wales Co-operative Centre.

DW recognises the barriers that disabled people face with getting online, which include: cost; lack of skill; lack of awareness of assistive technology; inaccessible websites; and DW continue to work on this important issue. We continue to work in partnership with the Welsh Government's digital inclusion programme, Digital Communities Wales, to tackle these barriers.



OBJECTIVE 2

To represent the interests of disabled people in Wales to government and other decision makers with the aim of advancing policies for disabled people

Disability Research on Independent Living and Learning (DRILL)



The Disability Research on Independent Living & Learning (DRILL) Programme is a UK-wide research programme delivered in partnership by the four major pan-disability organisations in each of the UK nations. In Northern Ireland, Disability Action. In England, Disability Rights UK. In Scotland, Inclusion Scotland. In Wales, Disability Wales.

The Big Lottery Fund UK awarded funding of £5 million to DRILL. The programme will be delivered over a period of five years and it commenced in September 2015. It will set up a total of 6 large research projects and 20 smaller research projects that will establish 14 pilot projects. These research and pilot projects will be spread across the UK.

A National Advisory Group was established in each nation to provide a country-focused body of experts from among disabled people, academics, policy and professional leaders, to make recommendations on projects to fund and advise on the promotion, development, delivery, monitoring and evaluation of the project.

The ethos of the programme is one of co-production so that disabled people are involved at every stage from outlining ideas to testing out research findings.

The Programme was launched in Wales at the University of South Wales by the Dean of Life Sciences, Dr Martin Steghal. Then, there followed a series of three roadshows around Wales held at Cardiff Metropolitan University, the University of Wales Trinity St David and Bangor University. The aims of the roadshows included raising awareness of the programme



and identifying priority themes for research proposals.

61 participants attended the roadshows in total. 66% considered that their knowledge of independent living increased as a result of attendance and 76% reported increased knowledge of disability research. The priority themes emerging from Wales included: social justice; individual well-being; inclusive learning; welfare reform and public service cuts; climate change; and co-production.

The findings from the Wales roadshows were developed into a report which informed the themes selected for the first call for research proposals. The report can be accessed at: www.drilluk.org.uk/disability-research-independent-living-learning-drill/research-findings/



Cross Party Group on Disability

The National Assembly Cross Party Group on Disability (CPGD) addresses key pan-impairment disability equality issues, including implementation of the Social Model of Disability and the right to Independent Living.

During the year it was co-chaired by Mark Isherwood AM and Aled Roberts AM. The Group is supported by the Wales Disability Reference Group which consists of Disability Wales, Learning Disability Wales, Mind Cymru, Wales Council of Blind People and Wales Council for Deaf People.

The Group held two very well attended meetings. The first, in Ty Hywel, Cardiff Bay was on the theme of Disability Hate Crime where the guest speaker was the Rt Hon Alun Michael, South Wales Police Commissioner. He confirmed his commitment to tackling Disability Hate Crime and outlined the progress that was being made by South Wales Police.

The second meeting was held in Wrexham on the topic of the Social Services and Well-being (Wales) Act 2014 and guest speakers included Margaret Provis, Deputy Director of Social Services, Welsh Government; Mark Jones, Head of Service Physical, Sensory and Neurological Impairment and Mental Health - Adult Social Care, Wrexham County Borough Council; Vin West, Parent Carer, Arfon Access Group and Nathan Davies, a service recipient.

The contributions prompted a lively discussion on the challenges facing social services and citizens alike, given the backdrop of cuts in local provision.

Policy and Consultations

DW continued to proactively influence and respond to a range of government policy and consultations through participation in stakeholder groups, responding to consultation exercises, collating views from members and giving evidence in person.

DW contributed to the review of WG's **Strategic Equality**

Objectives through producing a report following facilitation of a focus group involving disabled people.

This included looking at the **Social Services and Well-being (Wales) Act 2014** Guidance and Codes of Practice Tranche 2: Advocacy; 'Financial Assessment & Charging' (on behalf of Coalition on Charging Cymru); and 'Partnership and Integration'.

DW participated in the WG Stakeholder Group on the **Welsh Independent Living Grant** which replaced the Independent Living Fund. It also published a statement and responded to media enquiries on the closure of the ILF and introduction of WILG.

On access and transport issues, DW gave evidence to the **WG Blue Badge Review Group** drawing on 14 written responses from members around Wales. It responded to four local authority consultations on the **Active Travel Act Local Authority Integrated Plans** and participated in the review of the **Planning Act, Design and Access Plans**.

On **Welfare Reform**, DW's Chief Executive delivered a presentation on how this had impacted on disabled people in Wales to the Ministerial External Stakeholder Forum on Welfare Reform.

DW actively promoted implementation of the **UN Convention on the Rights of Disabled People**, ensuring that it was incorporated into the Social Services and Well-being (Wales) Act Regulations and Codes of Practice including placing duties on local authorities.

It also designed and delivered two regional workshops on UNCRDP and SSWb Wales Act to members and submitted a tender to WG Fairer Futures Division to deliver 8 training sessions on the UNCRDP to elected members and public sector officials.

Throughout the year DW provided a strong voice on behalf of the sector, including championing implementation of the **Framework for Action on Independent Living**, on a range of Stakeholder Groups:



- Accessible Housing Register Network
- Age Alliance Wales
- Digital Communities Wales Strategic Steering Group
- Direct Payments Support Scheme Network
- DWP Fulfilling Potential Forum
- DWP Disability and Health Employment Strategy Forum
- Wales Alliance for Citizen Directed Support
- Wales Disability Reference Group
- WCVA Equality and Human Rights Coalition
- WCVA Health and Social Care Alliance of Alliances
- Wales Social Care Cooperative Development Forum
- Welsh Government Active Travel Board
- Welsh Government Budget Advisory Group on Equality
- Welsh Government Direct Payments Overview Group
- Welsh Government Disability Equality Forum
- Welsh Government Human Rights Stakeholder Group
- Welsh Government Public Transport Users Committee
- Welsh Government Strategic Equality Board
- Welsh Government Tackling Hate Crime Independent Advisory Group

OBJECTIVE 3

To initiate, and to work in partnership with others, to deliver campaigns which improve services and raise awareness of disability issues

Campaigning on behalf of members remains a high priority within DW, more so given the current financial climate and the impact it is having on disabled people's ability to live independently. As well as cuts in benefits and services many disabled people are reporting increased hostility towards them from members of the public. This appears to link to media reporting of widespread fraud amongst claimants who are castigated as being workshy and faking impairments.

Accordingly DW has continued its campaigns regarding Independent Living and Disability Hate Crime to raise awareness, remove barriers and mitigate the effects of austerity.

Disabled People's Manifesto: Towards an Enabling Wales

A national stakeholder round table meeting was held in May to consider findings from DW's survey and its 3 regional engagement events. There were 9 national disability and equality organisations represented.





The *Disabled People's Manifesto* was published and launched on 17 September at the Senedd (60 participants). The launch was kindly sponsored by Jenny Rathbone AM, and a cross party panel responded to the manifesto.

The *Disabled People's Manifesto* Broadcast featured contributions from members at engagement events was screened at the launch and uploaded to the DW YouTube channel: <https://www.youtube.com/watch?v=NQ8ix3KSSJI>

The Manifesto and Broadcast was promoted far and wide to members, policy networks and political parties.

Disability Hate Crime

DW chaired two (July / Sept) meetings of the Disability Hate Crime Action Group Cymru and recruited new members including representatives of Regional Equality Councils and Police Services across Wales;

In partnership with members of the group developed an Action Plan linked to Welsh Government Framework for Action on Hate Crime;

On-going representation on the Welsh Government Hate Crime Advisory Group;

Participated in activities to promote Disability Hate



Crime Awareness Week (10 – 17 October); updated fact sheets on website and dedicated page providing information on services available to disabled people experiencing hate crime at www.disabilitywales.org/disability-hate-crime/

OBJECTIVE 4

To develop sustainable funding arrangements

DW's Funding Committee which consists of Directors and Staff oversaw DW's strategy to diversify income through a range of approaches.

The year was dominated by preparation for and submission of DW's bid to Welsh Government for a Sustainable Social Services Third Sector Grant followed by dealing with the consequences when this was unsuccessful.

DW was awarded funding for two smaller projects: from the Care Council for Wales to produce some fact sheets on user-led co-operatives; and from the Welsh Government to deliver a programme of 8 training sessions on disability rights to elected members around Wales.

It also delivered Disability Equality Training to BBC Cymru Wales and Public Health Wales' Posture and Mobility Committee.

OBJECTIVE 5

To maintain effective and sustainable governance and management arrangements

On behalf of members, DW places great emphasis in ensuring that it operates with due probity and in recent years has undertaken full scale reviews of its policies and procedures to ensure that these are fit for purpose.

DW has successfully retained two quality assurance standards – Investors in People and Green Dragon - and committed to obtaining a third – PQASSO.



Investors in People



DW retains Investors in People status until 2019, following a three yearly review with an external Assessor. It successfully demonstrated its commitment to the development and training of all directors, staff and volunteers within the organisation. Retention of the Award amidst very challenging circumstances reflects the importance and value DW places on this area of activity in fulfilling organisational aims and objectives.

Green Dragon Standard



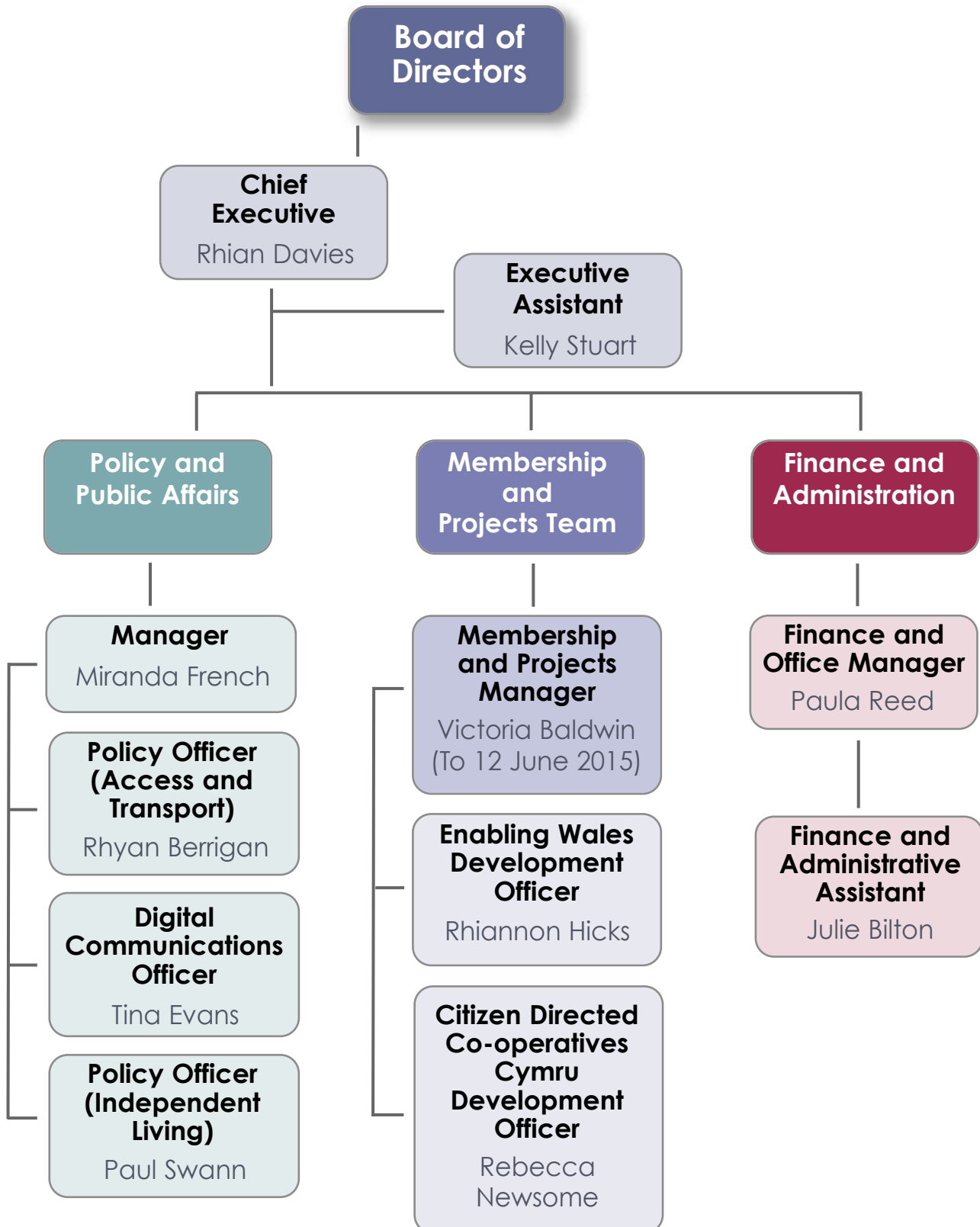
DW maintained Level Four of the Green Dragon Standard which is a stepped environmental management standard where Level Five is the highest award. Level Four requires the development of a formal environmental management system and reporting on environmental achievements. DW has been commended for reaching such an advanced standard for such a small organisation.

PQASSO

PQASSO is the leading quality standard developed for the voluntary sector, and by the sector. Used systematically, it helps organisation's run more effectively and efficiently. PQASSO covers all aspects of an organisation, from governance to service delivery and monitoring outcomes.

DW was accepted onto WCVA's PQASSO in Wales Programme, and it was allocated a Mentor to support the organisation with working towards achieving the Award, which it aims to accomplish over a two year period.

Organisation Structure





Membership of DW 2015/2016

Acquisitions Cardiff University
Action on Disability and Work UK
Action on Hearing Loss Cymru
Age Concern Cymru
Aneurin Bevan Community Health Board
Antur Teifi
Arfon Access Group
Arthritis Care In Wales
Breakthrough UK Limited
Brecon and District Disabled Club
Bridgend Coalition of Disabled People
British Limbless Ex-Service Mens Association
C.L.I.P
Cadwyn Housing Association
Cardiff & The Vale Parents Federation
Cardiff & Vale Access & Independent Living
Cardiff Community Housing
Cardiff People First
Cardiff Third Sector Council
Cardiff Vale and Valley
Cardiff YMCA Housing Association
Carmarthenshire Disability Coalition for Action
Carmarthenshire Disabled Access Group
Catch Up Ltd
Centre For Independent Living De Gwynedd
Ceredigion County Council Social Services
Children In Wales
City and County of Swansea
Clwyd Alyn Housing Association
Community Housing Cymru Group
Conwy County Voluntary Access Group
Conwy Voluntary Services Council (CVSC)
DAGTHA
Destek Accessibility Technology Solutions
Dewis Centre for Independent Living
Disability Action Group Wales

Disability Advice Project
Disability Arts Cymru
Disability Law Service
Disability Resource Centre
Disability Sport Wales
Disabled People Together (Ceredigion)
Ehlers-Danlos Support UK
Equality and Human Rights Commission
Fieldsman Trails - Access Consultancy
First Choice Housing Association Ltd
Flintshire Disability Forum
GAVO
Glynneath Community Council
Groundwork North Wales
Grwp Mynediad Meirionnydd Access Group
Guide Dogs for Blind
Gwendraeth Valley Community Enterprise (Job Force Wales)
Gwent Disabled Motorists Club
Gwent Police Cohesion Team
Headway Cardiff
Headway Swansea
Hypermobility Syndromes Association
Law Works
Learning Disability Wales
M S Society Wales
Machynlleth Town Council
Mencap Cymru
Merthyr Tydfil Institute for the Blind
Merthyr Valley Homes
Monmouthshire County Council
Monmouthshire Housing Association
Nantglo and Blaina Town Council
Narberth Town Council
National Commission Person with Disability
Neath Port Talbot CBC
Neath Port Talbot CVS
Neath Port Talbot Disability Network Action Group
Newport Access Group



Newport City Homes
NHS Centre for Equality and Human Rights
Pembrokeshire Access Group
Pembrokeshire People First
Penarth Town Council
Powys People First
Remploy Ltd
Rhondda Cynon Taff Access Group
Rhondda Cynon Taff Council
Rhondda Cynon Taff People First
RNIB Cymru
Safer Wales
SAIL
Scope
See Around Britain
Sefydliat St. Loyes Foundation
Sense Cymru
Services for Independent Living (s4il)
SEWREC
Shaw Trust
South Wales Police
Stroke Association
Swansea Care and Repair
Swansea Disability Initiative (SCVS)
Taffs Well Community Council
Tai Pawb
TARAN Disability Forum Ltd
The Autistic Womens Empowerment Project
The Keith Morris Memorial Fund
UNISON Cymru/Wales
Unite The Union
University of Glamorgan
Vale of Glamorgan Council
Vision Support
Wales Council for Deaf People
Wales Council of the Blind
Wales Mobility and Driving Assessment Services
Ynys Mon (Isle of Anglesey) Access Group
Young Voices for Choices