



disability wales
anabledd cymru

REVIEW 2013-2014

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IN PEOPLE | MEWN POBL





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 their 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

From the Chairperson

“The organisation is seen by all groups of stakeholders as being in a strong position based on its people.”

DW Strategic Review Report 2014:
20 degrees consulting

The time is here again, for me to review our activities and achievements over the last financial year, to the end of March 2014.

Once again we have had a busy year, against an ever more challenging financial position. Funding throughout the voluntary sector is being reduced year on year, but our workload appears to be increasing, with greater expectation placed on voluntary organisations from both funders and our members and supporters. We have had a year packed full of workshops, training, meetings, launches, and our annual seminar and AGM.

During the year, Dr Nich Pearson stood down from the Board for personal reasons; we thank him for his time and commitment to Disability Wales. We welcome back, April Harper, and two new members, Alan Thomas and Trevor Palmer.

Alongside our governance duties, we as Director's have been directly involved in all areas of strategic management, we take part in committees, project advisory groups, joint staff and director meetings and training as well as specific training, workshops and Personal Development Interviews. We also attend membership events and activities, and during the year have been involved in the final stage of Way to Go workshops, and Welfare Reform, as well as those around the Digital Lives Project, funded by Communities 2.0. We continue our work activities relating to the Framework for Action on Independent Living, which was launched in September 2013 by the Welsh Government Minister, Jeff Cuthbert A.M.





Our Annual General Meeting and Seminar took place in October 2013, at the Liberty Stadium, Swansea, and was well attended. It included the launch of the new Disability Wales Website, and this has been followed by a new format for our monthly E-news Bulletin. We have also seen a substantial increase in social media usage, with a growing number of Facebook users and Twitter

followers. This includes a number of the Board of Directors.

During the year, Directors have also been involved in the organisation's strategic review, a succession planning review has been undertaken, and a survey of members. We have interviewed, appointed and welcomed our new Business Development Manager, Victoria Baldwin, and a temporary Policy and Public Affairs manager, Fiona MacDonald.

Throughout the year, we were successful in achieving grant funding to run the Big Lottery Community Voice Projects in Bridgend and Pembrokeshire, Citizen Directed Co-operatives Cymru, and more recently, the 'Enabling Wales' project, funded via a Welsh Government Equality and Inclusion Grant to help develop Centres for Independent Living throughout Wales, in partnership with Dewis Centre for Independent Living and the Welsh Cooperative Centre.

The year has been extremely challenging, and as always, I wish to thank all Board Directors for their work and support. I also wish to thank our Chief Executive, Rhian Davies, and the staff team for all their hard work and support during very trying financial times, but ultimately leading to a very successful year for Disability Wales.

Wendy Ashton *Chairperson*

Treasurer's Report

Before I give my annual report, I would like to thank Paula Reed our Office Manager who put in the hard work preparing the accounts. I would also like to thank our auditors Bloomfield Alexander for their work and invaluable advice.

This Year

This is the second year of our 3-year funding agreement with Welsh Government. Our core-funding grant has remained frozen at the same amount we received in the 2012–2013 financial year. This has meant that Disability Wales (DW) has had to fund any increases in our core expenditure from alternative means.

Partly due to the restrictions on our core-funding and partly because of the need for some capital expenditure DW has ended the year with a small surplus of £4,977 which has been added to our reserves.

The Trustees and the staff of DW continue to strive to diversify our funding. This year we have been successful in obtaining grant funding for 2 projects. This funding stream will start to show in our accounts for the year 2014-2015.

Reserves Policy

The stated aim of the reserves policy is to allow for unforeseeable events. This could be anything from a failure of a critical piece of office equipment, to the sudden loss of all funding.

The aim is to hold six months operating costs, included in this, is the ability to meet all our obligations.

Our total unrestricted reserves at year-end were £390,887; this includes the four ring fenced reserves for Redundancy (£72,118), legacies (£156,949), Campaigns (£9,650) and the Membership Bursary Scheme (£4,438).





The total reserve required to meet the policy is £255,073, with current reserves and taking all our obligations into account the reserves policy is fully funded.

In line with our Auditors' recommendations we are taking steps to obtain maximum advantage of the Financial Services Compensation Scheme, by moving our redundancy reserve to an account held at a bank with separate

banking licence, to that holding our normal operating funds.

The Future

Short term

Significant progress has been made with DW to diversify our funding. Further steps need to be taken in the short term to ensure that DW is in a stronger position to increase income outside of our core grant. The staff and trustees have put plans into place to ensure these steps are taken.

Mid to Long Term

With the general economy pulling out of recession one would normally expect that the squeeze on Government spending to ease, this does not look to be the case in this cycle. With the current plan to reduce overall government spend set to continue, the third sector in general and DW in particular will continue to have to show that every penny we receive is good value to our funders.

With the dedicated staff team that we have funders can continue to be assured that we represent the best value that can be found anywhere in the third sector.

Stephen Sweetman *Treasurer*

Statement of Financial Activities

Year ended 31st March 2014

	Unrestricted Funds	Restricted Funds	Total Funds 2014	Total Funds 2013
	£	£	£	£
INCOMING RESOURCES				
Incoming resources from generating funds				
Voluntary Income	423,545		423,545	423,705
Investment Income	6,820	-	6,820	1,873
Incoming resources from charitable activities				
Provision for services	35,500	-	35,500	41,452
Grants	729	120,817	121,546	163,643
Total incoming resources	466,594	120,817	587,411	630,673



	Unrestricted Funds	Restricted Funds	Total Funds 2014	Total Funds 2013
	£	£	£	£
RESOURCES EXPENDED				
Charitable activities	422,551	153,016	575,567	576,555
Governance costs	39,066	-	39,066	34,002
Total resources expended	461,617	153,016	614,633	610,557
Net movement in funds	4,977	(32,199)	(27,222)	20,116
Reconciliation of funds				
Total funds brought forward	385,910	41,134	427,044	406,928
Total funds carried forward	390,887	8,935	399,822	427,044

Statement of Financial Activities

Year ended 31st March 2014

Balance Sheet

	2014 £	2014 £	2013 £	2013 £
Current assets				
Debtors	50,505	–	35,497	–
Cash at bank and in hand	404,109	–	453,987	–
	454,614	–	489,484	–
Liabilities:				
Creditors: amounts falling due within one year	(54,792)	–	(62,440)	–
Net current assets		399,822		427,044
Net assets		399,822		427,044
The funds of the charity:				
Restricted income funds		8,935		41,134
Unrestricted income funds		390,887		385,910
Total charity funds		399,822		427,044

Broomfield & Alexander

Chartered Accountants & Statutory Auditors
Tŷ Derw, Lime Tree Court, Cardiff Gate Business Park, CF32 8AB



Board of Directors 2013/2014

Chairperson

Wendy Ashton

Vice Chairperson

April Harper

Treasurer

Stephen Sweetman

Board Members

Delwyn Evans

Mandi Glover

Natasha Hirst

Terry Mills

Trevor Palmer (*elected October 2013*)

Nich Pearson (*resigned Nov 2013*)

David Power



Introduction from the Chief Executive

“In terms of DW’s perceived effectiveness, members clearly view DW as strongest in the linked areas of communicating and campaigning.”

DW Strategic Review Report 2014:
20 degrees consulting

Disability Wales strives to achieve the rights, equality and independence of all disabled people and continues to make progress towards this goal despite a very challenging social, political and economic environment which is impacting on disabled people considerably.

As an organisation that campaigns and seeks to influence policy, measuring our impact is not straightforward. However in one area in particular, acknowledged by members and stakeholders alike, DW’s contribution to influencing policy is significant: namely the publication of Welsh Government’s Framework for Action on Independent Living.

The Framework is underpinned by the Social Model of Disability and the principles enshrined in the UN Convention on the Rights of Disabled People. Furthermore it is incorporated into Welsh Government’s Strategic Equality Plan and several actions have already been undertaken including reviews of Accessible Housing Registers and Design and Access Statements respectively. These were prompted through the extensive engagement between officials, members and stakeholders which DW co-facilitated with Welsh Government during the development of the Framework and has been hailed by many as a model of co-production.

The key challenge is ensuring that the Framework is embedded in local policy and service delivery with disabled people and their organisations playing a critical role in



securing this. To this end, DW was delighted to secure a Welsh Government Equality and Inclusion Grant for the project *Enabling Wales*. In partnership with Wales Co-operative Centre and DEWIS Centre for Independent Living it will deliver a package of development and training to disabled people across Wales with the aim of setting up at least two Centres

for Independent Living and a young disabled people's network.

A further area of impact was the publication of the Toolkit *Towards an Enabling Wales* developed in co-production with Welsh Government, public, third sector and user led organisations. The purpose of the Toolkit is to influence the work of Technical Groups set up to advise on the drafting of regulations and codes of practice related to the Social Services and Wellbeing (Wales) Bill from the perspective of the Social Model of Disability. It was circulated to more than 300 members of Technical Groups and secured a letter of thanks from the Deputy Minister for Social Services for the 'valuable steer' it provided to the groups and encouraged DW to 'share it widely' with stakeholders.

In the meantime DW has delivered across its Work Programme with highlights including delivery of workshops on the theme *Know your Rights, Use your Rights, Live your Rights!* It also successfully initiated the new Community Voice and Digital Lives projects as well as completion of the ever popular project *Way to Go: Planning for Inclusive Access*.

DW engaged nearly 300 participants across ten events around Wales whereas our new Website and Social Media



pages on *Facebook* and *Twitter* reach thousands of individuals and organisations every month.

There were two new faces within the staff team: Victoria Baldwin was appointed as Business Development Manager to assist DW in taking forward our Funding Strategy and to generate new sources of income and Fiona McDonald to cover the Maternity Leave of Policy and Public Affairs Manager Miranda French. Both joined at an especially busy period but quickly established themselves within DW, as hard working and dedicated members of the team.

The scope and range of DW's work would not be possible without – in the words of one member – its 'brilliant, dedicated and talented staff, punching well above their weight' together with the guidance and wisdom of our Board of Directors. I am indebted to all for their support and continued optimism in a future where disabled people achieve full equality, rights and independence.

Rhian Davies *Chief Executive*

Impact Report 2013/2014

“ Since the 2010 survey over half felt DW had changed for the better. 83% of respondents noted that DW performance had changed i.e. it is not an organisation that has stood still.

DW Strategic Review Report 2014:
20 degrees consulting

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.



Welfare Benefit Changes/Know your Rights Roadshow, Newport

Member Group Development

DW was delighted to welcome two new Disabled People's Organisations into Full Membership: Ceredigion Disabled People Together and Neath and Port Talbot Disability Action Group.

Through the Big Lottery *Community Voice* portfolio projects in Bridgend and Pembrokeshire and in partnership with Wales Council of the Blind, DW is working with Bridgend Coalition of Disabled People and Pembrokeshire Access Group respectively to design and deliver a programme of training to support their engagement with the local authority particularly in the commissioning process.

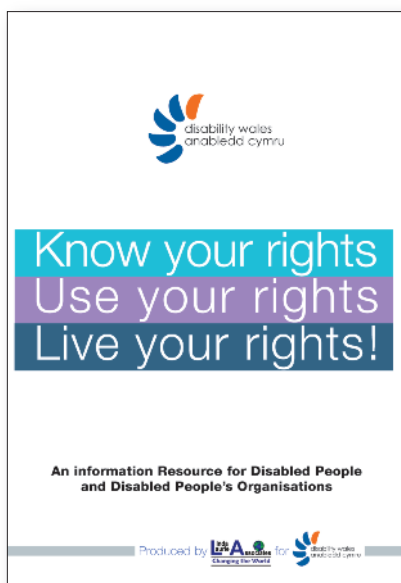
Training and Capacity Building

“The Way to Go project was very welcome and some progress was definitely made.

DW Member, Strategic Review
Membership Survey

In the Strategic Review Survey, Members highlighted 'training' as one of DW's activities they most appreciate which incorporated both provision of information as well as capacity building. Through its core programme of events and projects, DW continued to respond to this need by delivering seminars, workshops and roadshows around Wales on various subjects. This was supported by a comprehensive range of information on DW's new website together with the monthly E News and updates on Facebook and twitter.

Know your Rights Roadshows: delivered in partnership with Learning Disability Wales and All Wales People First, 110



people participated in three workshops across Wales. Each roadshow included presentations on Welfare Reform and DW's new publication *Know your Rights, Use your Rights, Live your Rights!*

Annual Seminar: on the theme *Disability Rights and Resilience – the role of information, advice and advocacy*, 87 participants attended the event in Swansea's Liberty Stadium to hear a keynote speech from the Minister for Communities and Tackling Poverty Jeff Cuthbert AM and presentations from Lindsey Kearton of Citizens Advice Cymru, Andrew Dunning from Swansea University and long time disability rights activist Kirsten Hearne.

Cross Party Group on Disability: more than fifty people gathered at the meeting held on 3 December, the International Day of Disabled People to be addressed by Vaughan Gething AM, Deputy Minister for Tackling Poverty. Amongst the audience was a delegation from Scotland to learn from the experience of DW and Welsh Government in co-producing the Framework for Action on Independent Living with the purpose of developing a similar approach in their own country.

Two major projects managed by DW provided further training opportunities for members and other groups: *Way to Go – Planning for Inclusive Access and Digital Lives*.

Way to Go received extension funding from Welsh Government for a further year to deliver workshops in Wrexham and Swansea on the Good Practice Guidance Toolkit including how to use the interactive online version.



Digital Lives, funded via the Communities 2.0 initiative has enabled DW to tackle disabled people's digital exclusion via the delivery of workshops around Wales. Run in Mold, Bridgend and Trefforest, these have enabled nearly 70 participants to overcome any fears in using the internet, learn some safety tips and try out assistive software and packages.





Tina Evans, Digital Communications and Inclusion Officer delivering a Digital Lives workshop at DEWIS CIL



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

Information

As well as 'face to face' activities DW has embraced Social Media as a means of developing new networking opportunities amongst members as well as disabled people not engaged in groups. The Strategic Review Membership Survey indicated that increasingly members appreciate accessing and receiving information electronically and using online platforms.

DW's new website funded via the Communities 2.0 *Digital Lives* project was launched by the Minister for Communities and Tackling Poverty at the Annual Seminar. Reflecting trends in websites it can be accessed from various platforms and includes a live twitter feed on the home page. It also has the capacity for discussion forums. Averaging around 1500 hits per

month, it quickly proved popular with members.

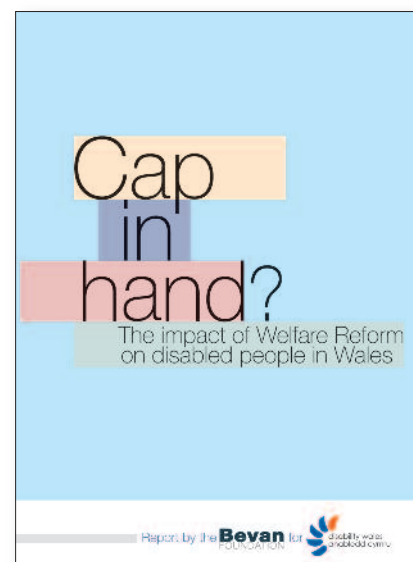
A key feature made possible through the Digital Lives project is the *eAccessibility Wales Directory* – a ‘one stop shop for assistive technology advice and information’.

The website also enables DW to upload publications making them accessible to a broader audience. New pages include the *Know your Rights Resource* with its extensive information on the Equality Act (2010), Public Sector Equality Duties and the UN Convention on the Rights of Disabled People. Also available is information on benefit changes including *Cap in Hand: the impact of welfare reform on disabled people in Wales* and three new leaflets on Personal Independence Payment, Employment and Support Allowance and Housing Benefit.

DW's monthly bulletin E News can now be generated from the website and in its new version continues to provide a valuable source of information to members.

DW's Facebook page reached 1110 ‘likes’ by the end of the year – an increase of 10% and is regularly used by members to post quick comments and exchange views on topics of interest or concern.

DW's twitter page achieved a one third increase to 6169 followers by the year end and proved an invaluable means of informing a wide range of stakeholders as well as members about news and opportunities.



facebook


twitter

Consultations

“ DW are good at representing members in consulting with other organisations on behalf of their members.

DW Member, Strategic Review
Membership Survey

Responding to government consultations on draft legislation and policy on behalf of members is a time-consuming if



*Directors Delwyn
Evans and Natasha
Hirst at the Board
training on twitter*



necessary activity. The impact of Welfare Reform in Wales and the hefty legislative programme undertaken by Welsh Government has added to the number and complexity of consultations emanating both from Westminster and Cardiff Bay.

Once again DW far exceeded its target of responding to consultation documents with considerable time being devoted to engaging members with the Framework for Action on Independent Living, the Social Services and Wellbeing (Wales) Bill and changes brought about by Welfare Reform.

On behalf of the Coalition on Charging Cymru, DW successfully lobbied against clauses in the Social Services Bill that would enable local authorities to charge for provision of information and advice. We also co-ordinated a Coalition response on Welsh Government proposals to increase by £5 the weekly maximum community care charge of £50. The increase went ahead, however the Deputy Minister for Social Services, Gwenda Thomas AM wrote personally to the

Coalition expressing her thanks for its response and to confirm that while she had raised the charges she remained 'committed to the retention of the maximum charge in the longer term' and hoped that her decision would not 'unduly change the positive working relationship we have had to date in the area of charging for social care which has been for the benefit of service users in Wales'.

Other consultation responses included the Active Travel Bill where we worked closely with Guide Dogs Cymru and the Planning Bill where we commented on the proposal to abolish the requirement to complete Design and Access Statements as part of a planning application. Findings from a Welsh Government commissioned review indicated that they were ineffective as a means of ensuring appropriate accessibility. In DW's response which drew on the views of members including Access Groups it called for any abolition of Statements to be subject to replacement with a more robust and enforceable mechanism.


Objective 3:

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

“ It is difficult for any organisation to change government policy – DW definitely influence government policy.

DW Member, Strategic Review
Membership Survey

Campaigning on behalf of members remains a high priority within DW, the 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 sensationalised media reporting of widespread fraud amongst claimants who are castigated as being workshy and faking impairments.

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

Welfare Reform

DW's publication *Cap in Hand: the impact of welfare reform on disabled people in Wales* provided source material to support consultation responses, presentations and engagement in a range of task groups. Furthermore it provided an opportunity for DW to meet with the then Minister for Communities and Tackling Poverty Huw Lewis AM to discuss the findings and recommendations of the report.

It also informed DW's presentation to the Wales Mental Health in Primary Care Network, which contributed to its decision to produce a briefing to be distributed to General Practitioners on Welfare Reform and its impact for patients.

In collaboration with the campaign 'your benefits are changing' run by CHC DW also produced three information leaflets on: Personal Independence Payment, Employment and Support Allowance and Housing Benefit.

Personal Independence Payment (PIP)

PIP replaced Disability Living Allowance for new claimants and in Wales the agency undertaking assessments is Capita. DW stated its concerns about PIP, including its points based assessment focussed on functionality rather than the interaction of people's impairments with the environment. Nevertheless, on behalf of members it has engaged with both DWP and Capita in the design and delivery of the assessment process to ensure that the humiliating experiences many faced with the Work Capability Assessment for ESA is not replicated with PIP.

DWP PIP Implementation Advisory Group: DW represents members on this Group and has pursued amongst other matters the issue of audio recording of PIP Assessments

Capita PIP Expert Stakeholder Group: DW represents members on the group attending quarterly meetings in London. It helped to facilitate two meetings with national disability organisations in Cardiff where concerns were raised about the extreme delay in processing PIP claims and calling for urgent action to address the situation.

Independent Living Fund (ILF)

The UK Government announced its decision to abolish the ILF as of 31 March 2015; following a successful High Court Appeal, closure has been deferred for a further three months to June. ILF funds currently paid to recipients in Wales will be transferred to the Welsh Government which has set up a Stakeholder Group to consider options regarding how these will be administered in future. DW represents members on this group providing advice to the Deputy Minister for Social Services who will then consult on the options identified.

In the meantime, DW has used various sources of communication to keep members and especially ILF recipients informed of developments.

Disability Hate Crime

DW did much to raise the profile of Disability Hate Crime in Wales including through joint events with the Association of Chief Police Officers Wales Diversity Forum. This led to the establishment of the Disability Hate Crime Action Group which DW co-ordinates and also contributed significantly to the development of new policy initiatives such as the Framework for Action on Hate Crime.

The advent of austerity measures as well as welfare reform has heightened hostility towards disabled people with the potential for increased incidents of disability hate crime. It therefore remains an issue of concern to DW and



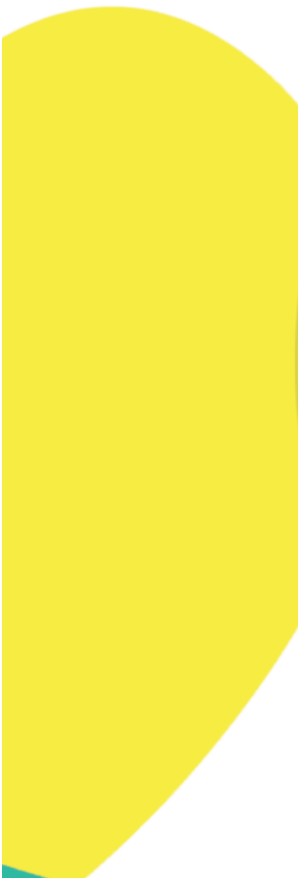
on behalf of the Action Group we submitted a bid for a Welsh Government Equality and Inclusion Grant for funding to build the capacity of the Group and develop its work. The bid was unsuccessful however DW is working with Victim Support and Taking Flight Theatre who did secure grants for Hate Crime projects.

DW is also represented on the National Steering Group convened by Dyfed Powys Police to pilot a Multi Agency Risk Assessment Conference (MARAC) in relation to disability hate crime.

Independent Living

***“Manifesto and subsequent Framework for Action on Independent Living – a brilliant example of how government policy can be influenced and how a public campaign can engage people and make a real difference.*”**

DW Member, Strategic Review
Membership Survey



Following DW's campaign, Independent Living Now! it worked co-productively with Welsh Government to develop the Framework for Action on Independent Living, launched by the Minister for Communities and Tackling Poverty Jeff Cuthbert AM in September.

Activities involved included planning and facilitation of three meetings of the National Steering Group together with a sub group which developed performance measures for the Framework. DW also worked with officials in planning the Launch and providing a speaker.

DW submitted a successful funding bid for a Welsh Government Equality and Inclusion Grant for a three year project Enabling Wales. Commencing in April 2014 it will take forward measures in the Framework to develop two Centres

for Independent Living and establishment of Young Enabling Wales - a network for young disabled people. Project partners include Wales Co-operative Centre and DEWIS Centre for Independent Living.

Objective 4:

To develop sustainable funding arrangements

As with most organisations that receive public funding, DW has seen a reduction in grant income. It fully embraces the need to diversify its funding base so that it is less reliant on government grants and particularly through generating income such as delivery of training and consultancy services where subject to DW's charitable objectives there is no restriction on how the fees earned are spent.


DW appointed a new Business Development Manager Victoria Baldwin and used the opportunity of the Strategic Review to revisit its approach to income generating activity.

New Projects

DW worked on several funding bids and was successful in being awarded grants for two major new projects which will commence in the new financial year: *Enabling Wales* funded through a Welsh Government Equality and Inclusion Grant and *Citizen Directed Co-operatives Cymru* with funding via a Big Lottery Innovation Grant.

These will be undertaken in partnership with other organisations with Wales Co-operative Centre being a partner in both and DEWIS Centre for Independent Living being a partner re Enabling Wales. Both projects include funding for a full time Development Officer which will develop DW's capacity to work with members in the exciting field of establishing centres for independent living and co-operatives to support individuals with their direct payments.

DW anticipates that both new projects in conjunction with



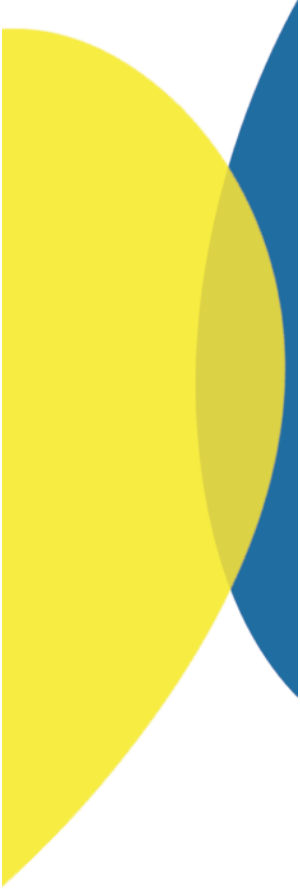
Community Voice in Bridgend and Pembrokeshire will help address comments made by members during the Strategic Review of the need for more support and activity at grassroots level.

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.

Strategic Review



DW undertakes a full strategic review every three years involving members, external stakeholders, Directors and staff. Facilitated by *20 degrees consulting* it included surveys, one-to-one interviews and an event bringing together directors and staff.

This process enables DW to review its progress and effectiveness in achieving its strategic aims and objectives on behalf of members as well as to plan ahead. The response rate to the survey amongst members was high (27.2%) up from 20.5% in the comparable survey in 2010, with a notable increase in the number of responses from individual members.

Undertaken over the Autumn/Winter, the Review found very positive views among members and external stakeholders towards DW and revealed a consistent picture of a 'values based organisation' which is 'respected, knowledgeable and reliable'.

Achieving the Framework for Action on Independent Living was identified universally as a major success and an area where DW has had significant impact. Members also considered that independent living should remain a key

priority in terms of future activity.

Key recommendations arising from the Review included focusing income generation on achieving a portfolio of innovative projects rather than more generic training and consultancy services; reviewing the membership offer to incorporate a distinct set of packages; and addressing succession planning. The Board responded positively to the Review and is taking forward many of the recommendations.

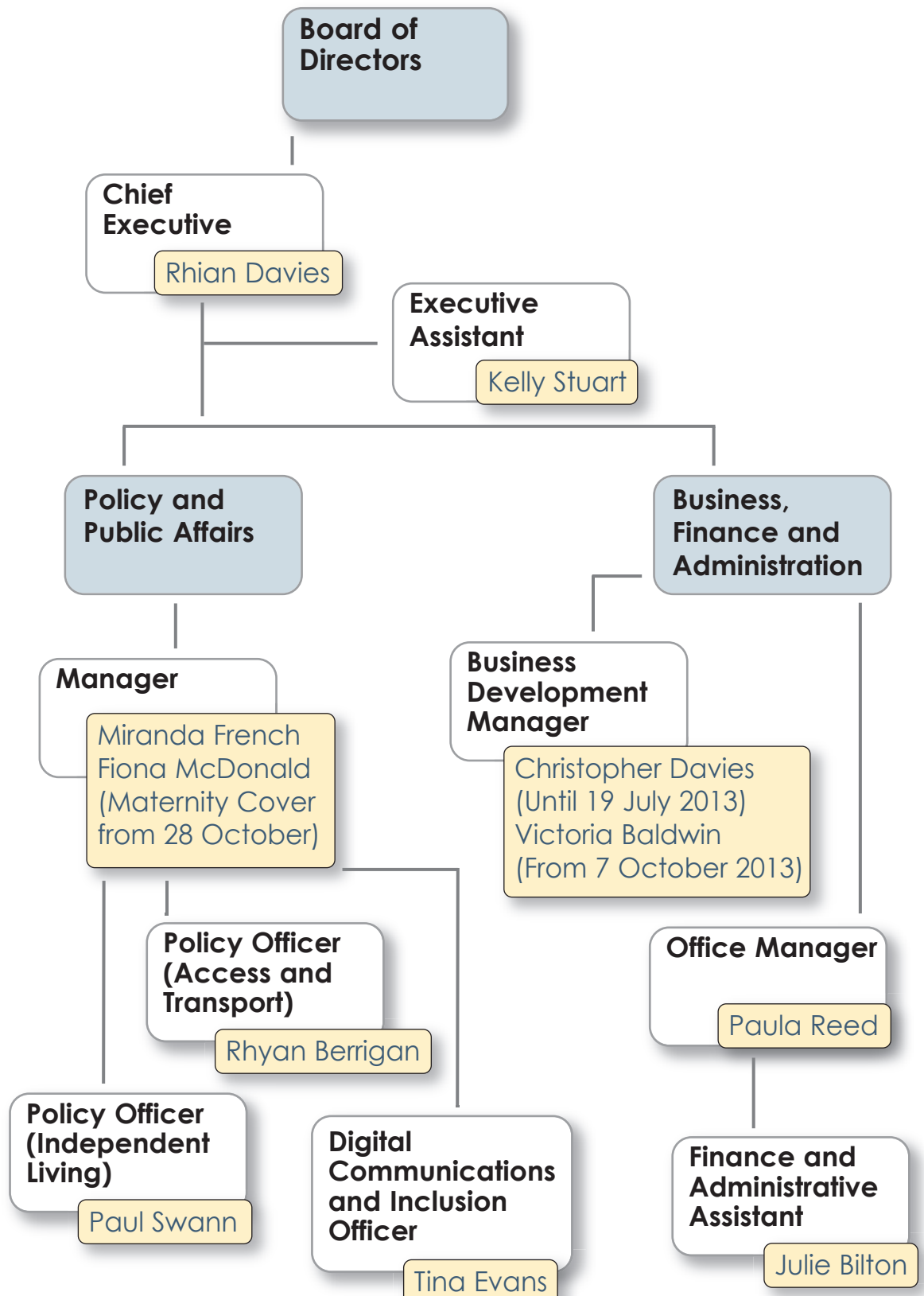
Green Dragon Standard

DW achieved Level Four of the Green Dragon Standard which is a stepped environmental management standard with Level Five being 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 a small organisation.

Investors in People


DW continues to maintain its accreditation with Investors in People through allocation of resources to the development and training of all directors, staff and volunteers. As well as undertaking its usual annual review of DW's Training and Development Programme, the Board also approved a revised policy on Training and Development. It reflects the importance and value DW places on this area of activity in fulfilling organisational aims and objectives.

Organisation Structure



Membership of DW 2013/2014

Acquisitions Cardiff University
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 Access Group
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
Equality and Human Rights Commission
Fieldsman Trails - Access Consultancy
First Choice Housing Association Ltd
Flintshire Disability Forum
Flintshire New Age Kurlers
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
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
Remploy Ltd
Rhondda Cynon Taf Access Group
Rhondda Cynon Taf Council
Rhondda Cynon Taf People First
RNIB Cymru
Safer Wales
SAIL
Sefydliad St. Loyes Foundation
Sense Cymru
Services for Independent Living (s4il)
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 Keith Morris Memorial Fund
UNISON Cymru/Wales
Unite The Union
University of Glamorgan
Vale Centre for Voluntary Services
Vale of Glamorgan Council
Viva! (Wales)
Wales Council for Deaf People
Wales Council of the Blind
Wales Mobility and Driving Assessment Services
Ynys Môn (Isle of Anglesey) Access Group
Young Voices for Choices

Notes

