



disability wales  
anabledd cymru

REVIEW 2014-2015

This document is available in Braille,  
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## 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



# Chair's Report

It's the time of year again for report writing! This is our opportunity to review the last year, and what a busy year it has been.

It has been the third year of our Welsh Government grant funding, Section 64, and like the rest of the voluntary sector, money has been tight, with budgets having been cut even further. This has impacted on all our activities, and we have had to make changes, along with other organisations that are dependent on external funding. However, despite the financial constraints, we seem to have undertaken a huge amount of work, and have had some exciting developments along the way too.

**The Enabling Wales Project:** This project is around developing Centres of Independent Living, this was launched under the leadership of our Development Officer, Rhiannon Hicks, the project is working in partnership with Dewis Centre for Independent Living and the Wales Co-operative Centre. The workshops and support of the project has been widely welcomed, and benefited our members and the wider community who have participated so far.

**The Citizen Directed Co-operatives Cymru (CDCC):** This is our other new project only officially launched at the end of March, 2015, but the Project Officer, Rebecca Newsome, put a huge amount of effort into preparing for the launch, having only started in post in the day before last year's AGM in Wrexham, she has achieved an amazing line-up of contributors, centred around the guest speaker, Dr Adolph Ratzka, the founder of the first Independent Living Co-operative (STIL) in Sweden. CDCC is also being delivered in partnership with the Wales Co-operative Centre, and is really putting Independent Living on the map, building on the Framework for Action on Independent Living, and working alongside the Enabling Wales project which supports our core aim in achieving Independent Living for Disabled people in Wales and beyond.



Our work around digital inclusion for disabled people continues to expand, with increasing use of social media, particularly around our Facebook and Twitter. As an organisation, Disability Wales continues to develop its use of electronic communication, although we have to be very mindful that not all our

members have access to electronic / digital communication and technology.

Disability Wales Board members continue with our governance and strategic management role, some members are also involved in supporting DW through sharing specialist skills within the organisation. The Board also continues with the usual committee work, attending project advisory groups, training sessions and workshops.

I wish to welcome Simon Green to the Board who was elected at the AGM.

This year has been very testing financially for us and many others. However, I would like to take this opportunity to thank the Board of Directors for their ongoing commitment, work and support. I would also like to especially thank Rhian Davies, our Chief Executive and all our staff for their continued hard work, support and commitment. These are particularly trying times for voluntary sector organisations, but once again we have had a productive and successful year.

Thank you all.

**Wendy Ashton** *Chair*



**Despite the financial constraints, we seem to have undertaken a huge amount of work.**



# Treasurer's Report

Firstly, having only been appointed Treasurer of Disability Wales after the last AGM, I would like to introduce myself. My name is Mandi Glover, and I have been a Board member of Disability Wales for about six years. I have a wide-ranging background in the disability voluntary sector, and have been involved with a number of related organisations at Board level. I am familiar with the day-to-day running of organisations in the sector, particularly in terms of finance, human resources, and governance.

I would like to thank the Board and staff, particularly the Chief Executive, and the Office Manager, in supporting me in my transition into the Treasurer role. Whatever one's background and experience, there is always a lot to learn!

## **2014-2015**

This has been the third year of our current funding programme, and has been about ensuring our commitments have been met, our goals achieved, and our strategy and planning for the future is in place. Despite constraints on funding across the voluntary sector, we have had a very busy and productive year. As previously, the availability of funding has become less, and there has been a greater emphasis not only on diversifying our funding, but with partnership working. During this time, two exciting projects have come on stream – *Enabling Wales* and *Citizen Directed Co-operatives Cymru* – both of which build on our knowledge and experience, but also take Disability Wales forward.

Both these projects form part of our aim to diversify our income, along with our Community Voice Projects – delivering training in Pembrokeshire and Bridgend, and our Communities 2.0 funded project *Digital Lives* around digital inclusion for disabled people.

## **Auditor's recommendations**

The main recommendation from our auditors has been around safeguarding our moneys within the Government protection limits.



This is in line with policy that protects finances up to £85,000 under any given financial licence holder. With changes in banking circles, and institutions merging, it is increasingly difficult to spread our finances widely enough to protect all our assets, however, Disability Wales continues to monitor the situation, and is in the process of transferring funds to alternative providers, by way of different bank accounts, to give us

the widest protection possible, should any one financial institution fall into difficulties.

### **Moving forward**

One new challenge we have to prepare for, is the introduction of new pension laws being phased in. Although this will not come into place for Disability Wales until the autumn of 2016, we are already looking ahead into how it will impact on our organisation, and finances.

With the end of the existing three-year funding cycle, transitional arrangements are being put in place for 2015-16 with regards to our current Welsh Government funded core activities, albeit with a 5% efficiency saving. Meanwhile, longer-term funding opportunities are being sought, along with further diversification of our funding sources, towards a more robust and sustainable financial future.

Finally, I would like to thank Paula Reed, our 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*

# Statement of Financial Activities

Year ended 31st March 2015

	Unrestricted Funds	Restricted Funds	Total Funds 2015	Total Funds 2014
	£	£	£	£
<b>INCOMING RESOURCES</b>				
<b>Incoming resources from generating funds</b>				
Voluntary Income	423,357		423,357	423,545
Investment Income	278	-	278	6,820
<b>Incoming resources from charitable activities</b>				
Provision for services	34,354	-	34,354	35,500
Grants	-	189,729	189,729	121,546
<b>Total incoming resources</b>	<b>457,989</b>	<b>189,729</b>	<b>647,718</b>	<b>587,411</b>



	Unrestricted Funds	Restricted Funds	Total Funds 2015	Total Funds 2014
	£	£	£	£
<b>RESOURCES EXPENDED</b>				
Charitable activities	425,541	196,334	621,875	575,567
Governance costs	34,393	-	34,393	39,066
<b>Total resources expended</b>	<b>459,934</b>	<b>196,334</b>	<b>656,268</b>	614,633
<b>Net movement in funds</b>	<b>(1,945)</b>	<b>(6,605)</b>	<b>(8,550)</b>	(27,222)
<b>Reconciliation of funds</b>				
Total funds brought forward	<b>390,887</b>	<b>8,935</b>	<b>399,822</b>	427,044
<b>Total funds carried forward</b>	<b>388,942</b>	<b>2,330</b>	<b>391,272</b>	<b>399,822</b>

# Statement of Financial Activities

Year ended 31st March 2014

## Balance Sheet

	2015 £	2015 £	2014 £	2014 £
<b>Current assets</b>				
Debtors	91,058	–	50,505	–
Cash at bank and in hand	377,187	–	404,109	–
	468,245	–	454,614	–
<b>Liabilities</b>				
Creditors: amounts falling due within one year	(76,973)	–	(54,792)	–
<b>Net current assets</b>		391,272		399,822
<b>Net assets</b>		391,272		399,822
<b>The funds of the charity</b>				
Restricted income funds		2,330		8,935
Unrestricted income funds		389,942		390,887
<b>Total charity funds</b>		391,272		399,822

## Broomfield & Alexander

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

# Board of Directors 2014/2015

## **Chairperson**

Wendy Ashton

## **Vice Chairperson**

April Harper

Stephen Sweetman

## **Treasurer**

Mandi Glover

## **Board Members**

Simon Green (*Elected 15 October 2014*)

Natasha Hirst

Terry Mills

Trevor Palmer

David Power

Alan Thomas





# Chief Executive's Introduction

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 particularly on disabled people.

In previous years, DW's work has focussed on achieving a national strategic approach on disabled people's right to independent living. Following its successful campaign Independent Living Now!, DW secured a commitment from Welsh Government to introduce the Framework for Action on Independent Living, published in 2013.

DW's emphasis over the last year has been to achieve implementation of the principles underpinning the Framework across Welsh Government legislation and through setting up and delivering innovative projects. These principles reflect the UN Convention on the Rights of Disabled People (UNCRPD), the Social Model of Disability and the importance of a cross-cutting approach across all areas of policy and service delivery.

DW has undertaken its core role of reflecting the views and priorities of its members to government with the aim of informing and influencing policy, regarding the development of several pieces of legislation including on Active Travel, Planning and most notably the Social Services and Well-being Wales Act (2014).

The experience to date indicates that there is still a long way to go in ensuring that government policy enshrines the right to independent living and that housing, transport, planning, building control and highways have as much if not greater role in this than health and social services. With this in mind, DW embarked upon engaging with members to develop its Disabled People's Manifesto ahead of the 2016 National Assembly for Wales Elections.



As ever members responded well with more than sixty attending the Manifesto Roadshows around Wales and over 140 people responding to the survey. The need for legislation to enshrine the right to independent living in line with Article 19 of the UNCRDP was identified as a key priority including measures to tackle disability poverty and hate crime.


DW has built a strong reputation for its campaigning and policy influencing role and is now extending this to the development and delivery of innovative projects. The year saw the completion of the Communities 2.0 funded initiative Digital Lives which provided training in digital inclusion to 530 disabled people around Wales. Meanwhile DW's Community Voice Planning Together projects in Bridgend and Pembrokeshire got well underway with a suite of training courses which proved popular as well as valuable in building the capacity of local groups to engage more effectively with public bodies.

The year also saw the launch of two major new projects: Enabling Wales funded via a Welsh Government Equality and Inclusion Grant; and Citizens Directed Co-operatives Cymru which is funded by the Big Lottery Wales Innovation Grant. Wales Co-operative Centre is a partner with both projects and Dewis Centre for Independent Living is also a partner in Enabling Wales.

Both projects are delivering training and resources across Wales to build the capacity of disabled people to develop their own organisations particularly Centres for Independent Living and Co-operatives to support individuals in managing

“

**DW has undertaken its core role of reflecting the views and priorities of its members to government with the aim of informing and influencing policy.**



their direct payments. Enabling Wales also engages with young disabled people to develop their own Network.

Achieving a flourishing well-resourced network of disabled people's organisations in Wales has long been a goal of DW particularly because as a nation we seem to lag behind other parts of the UK. However the changing policy climate coupled with reduction in public funding now seems to support this with the emphasis on citizen voice and control and the development of new models of service delivery that are user-led, including co-operatives and social enterprises. DW is thrilled to be at the forefront of these developments and is attracting attention not only across the UK but internationally.

The new projects enabled DW to recruit two new members of staff: Rhiannon Hicks, the Enabling Wales Development Officer and Rebecca Newsome, appointed as Development Officer for the project Citizen Directed Co-operatives Cymru. Both settled in quickly and have already made a valuable contribution to DW's work and particularly in engaging with existing and new members around Wales.

As ever, I am indebted to the hard work and dedication of all staff at DW as well as the Board of Directors. The level of commitment that all involved in DW display is often remarked upon by members and stakeholders. It is this that drives us forward regardless of the challenges we face as an organisation, to project the voice of disabled people in Wales and find new and innovative solutions to achieving rights and equality.

**Rhian Davies** *Chief Executive*





## 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 two new Disabled People's Organisations into Full Membership:

- Disabled People Together (Ceredigion)
- Action on Disability and Work UK

### Training and Capacity Building

*All meetings are first class and enjoyable, giving people like me a chance to give our views and know where to go for help, when you leave hospital after becoming an amputee there is no back up, you just have to get on with it, with your help it makes life just that bit better and making me more informed thank you.*

**DW Member, Policy, Training and Development Survey (March 2015)**

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.

Four major projects managed by DW provided further training opportunities for members and other groups: *Digital Lives*; *Community Voice*; *Enabling Wales* and *Citizen Directed Co-operatives Cymru*:

## **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.

The *Digital Lives* project came to an end in December 2014, we delivered 8 workshops and 15 tailored sessions in the 18 months and reached 530 beneficiaries. Workshops were delivered in Pembrokeshire; Bridgend; Llandudno; Swansea; Llanelli; Ebbw Vale and Mold. To groups including Stroke Association; Breath Easy; Swansea People First; Touch Trust; Dimensions; Disability Can do; Coleg Cambria; Remploy and Bridgend Coalition of Disabled People.

*Very interesting and practical event, It made me realise how much there is out there that I have never come across, which I need to be aware of.*

*A good day with lots of information regarding accessories, adaptations, and websites.*

*Very informative, gained good sound advice and knowledge to pass on.*

## **Community Voice**

### **Pembrokeshire**

DW is delighted to be working in partnership with Wales Council for the Blind (WCB) as part of PAVS exciting *Stronger Communities: Better Services* portfolio of projects, funded by Big Lottery.



Together DW and WCB are facilitating a project called **Planning Together** which aims to provide disabled people who live or work in Pembrokeshire with an opportunity to increase their influence on how services are designed to improve quality and achieve better outcomes for people in Pembrokeshire.



Six training days were delivered – Disability Equality Training (Oct 2014); Digital Inclusion (Dec 2014); Know Your Rights, Use Your Rights (Jan 2015); How to Get Involved in Improving Services (March 2015) and a two day *Train the Trainer* (May and June 2015) programme delivered in partnership with PLANED. 12 disabled people completed the training programme. We look forward to the year ahead getting to know more disabled people across Pembrokeshire County; continuing to work with local disabled people's organisations inc. Pembrokeshire People First and Pembrokeshire Access Group.

*Excellent as Braille was provided.*

*Informative and good networking opportunities.*

*I will challenge local decision makers on decisions they make for disabled people.*

*Very informative – would highly recommend – great pace.*

*Joined 2 committees and able to include equality characteristics in decisions.*

*As always, enjoyable learning.*

*I will raise awareness of Access Groups.*

*I will continue with training to keep up to date with policy etc.*

## Bridgend

DW is also delighted to be part of *Shaping Our Lives & Communities, Planning Together*, BAVO's NEEDS MUST/ PAN FO ANGEN Community Voice Big Lottery project.



A project led by Bridgend Coalition of Disabled People (BCDP). DW is a partner along with WCB providing guidance, information and training.

DW facilitated a Disability Equality Training session in February to 23 disabled people living across Bridgend County Borough.

A very  
informative  
day.

I would like to come  
to other events.  
I've learnt a lot.

## Enabling Wales



The Enabling Wales Project is a partnership between Disability Wales, 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. The Enabling Wales Project was officially launched by Lesley Griffiths, Minister for Communities and Tackling Poverty on the 25th September 2014.

Launching the project, the Minister stated:

*"Steve Harris (Chief Executive of DEWIS) and his co-workers have a wealth of experience in setting up DEWIS and developing it into the organisation it is now.*

*Disability Wales is recognised as the lead organisation in Wales in promoting the social model of disability, and has a strong track record of delivering successful projects.*

*The Wales Co-operative Centre has years of experience in*



*supporting new and existing groups to develop into social enterprises or co-operatives.*

*Together they are a formidable team.*

*It's good to see three successful organisations working closely together in this way. Their combined experience, knowledge and skills will provide a solid basis for delivering the Enabling Wales project".*

The Project will work with both disabled young people and adults and aims to:

- Develop young disabled people as future disabled leaders through Young Enabling Wales
- Strengthen existing Disabled People's Organisations (DPOs)
- Provide support for establishing new DPOs; and
- Support the development of two new Centres for Independent Living (CILs) as social enterprises

The Enabling Wales Project will be delivering a six month training programme in the four regions of Wales over the next two years. Programme one in Bridgend and Programme two in Carmarthen has completed with 27 disabled adults and 10 disabled young people participating in the training

programme. All 13 participants who completed their workbooks for the Agored Cymru Level 1 Active Citizenship Skills passed, in addition to 5 participants who completed their workbooks for Entry Level 1 Citizenship.

One participant quoted:

*'I have found the whole training experience to be positive, well run, extremely valuable and the approach from the various trainers cannot be faulted. This has been a well organised training event and the information provided will enable me to do a lot more in my voluntary roles. An outstanding project which has been faultlessly implemented by Disability Wales. Well done and give us some more vitally important training, it has been an absolute pleasure and I have thoroughly enjoyed meeting other members of DPO's.'*

### **Citizen Directed Co-operatives Cymru**

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

The project will support greater voice, choice and control for disabled people through the development of citizen directed co-operatives as a new way to manage Direct Payments.

CDCC was officially launched on 25th March 2015 in the Pierhead in Cardiff Bay by Professor Mark Drakeford AM, Minister for Health and Social Services.







Professor Mark Drakeford welcomed this innovative project:

*"A co-operative model for direct payments offers people a real opportunity to make decisions about how they want to lead their lives – independently and in control – as fully participating citizens."*

The event was sponsored by Aled Roberts AM who opened the launch by offering his support for the project:

*"Direct payments are an important tool for promoting Independent Living for disabled people. This innovative new project will increase opportunities for disabled people in Wales to gain greater choice over the support they receive and increased control over their lives. I'm delighted to sponsor the launch of this exciting new project."*

We were delighted to welcome guest speaker Dr Adolf Ratzka from Sweden, founder of Swedish personal assistance co-operative STIL, who shared his expertise in developing co-



operatives as a way to achieve Independent Living.

*"Independent Living means that we demand the same choices and control in our every-day lives that our non-disabled brothers and sisters, neighbours and friends take for granted."*

Dr Ratzka also agreed to deliver an expert seminar for members of the CDCC project group and guests on 26th March 2015. This was a rare and much appreciated opportunity for us to learn from one of Europe's leading disability rights activists about the links between co-operatives and Independent Living.

The CDCC Project will support one group of citizens in Wales to set up a direct payment co-operative. We aim for this co-operative to start supporting its members by April 2017.





## Disabled?...or Non-Disabled?

DW held three events focussed on challenging the assumptions, stereotypes and discrimination towards disabled people.

Two workshops aimed at disabled people were organised and facilitated by DW in Aberystwyth 28th May 2014 and Llandudno 11th June 2014 involving 47 disabled people from across Wales and with a range of impairments. These workshops explored disabled peoples own perception of themselves and others; media portrayal of disabled people; hostility towards disabled people; reporting incidents of hate crime and the impact of welfare reform.

DW used digital media to capture views and experiences during the workshops to feed into a national conference.

A short subtitled film was produced providing a platform for disabled people's voices and experiences to be aired at the conference. This film is available to watch online via DW website and social media pages – facebook and youtube.

A national conference was held in Cardiff on the 25th June 2014 which brought together prominent figures from the disability community, media, law enforcement and academia as contributors. Speakers included: Laurence Clark - internationally renowned comedian and disability rights



campaigner; Professor Nicholas Watson lead researcher on *Bad News for Disabled People: How the Newspapers are Reporting Disability*; Glasgow University; Fran Targett Director Citizens Advice Bureau Cymru and Sir Bert Massie Chair of the former Disability Rights Commission.

The conference was chaired by BBC Wales presenter Bethan Rhys Roberts, and attended by the First Minister of Wales, Rt Hon Carwyn Jones AM.

88 people attended the conference from across a range of public, private and third sector organisations including BBC Wales; DWP; Cardiff University; Gwent Police; North Wales Police; Welsh Government; Caerphilly County Council; Ceredigion County Council; Wales and West Housing Association; Cwm Taf Health Board; Children in Wales; Victim Support and many more.



Themes discussed were 'Disability and Identity'; 'Media Portrayal of Disabled People & Disability Hate Crime'; 'Impact of Welfare Reform' and 'Towards an Enabling Wales'.







## Annual Seminar

Focussed on the issue of *Digital Inclusion* DWs *Digital Lives* Seminar held at the Catrin Finch Centre, Wrexham was attended by 60 people. Chaired by Andy Rickell, Chief Executive of Action on Disability and Work, UK speakers included the Minister for Communities and Tackling Poverty, Lesley Griffiths AM, Andrew Jacob Head of Digital Inclusion Unit Welsh Government, Derek Walker Chief Executive of Wales Co-operative Centre, Tina Evans DW Digital Communications and Inclusion Officer, Geraint Strello, BT Regional Manager Wales. A fun interactive Ipad session facilitated by Tim Lloyd-Yeates Founder & Executive Director of Alive! completed the day. We were saddened to hear that Tim has since passed away (July 2015).



## 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 including via email; website; facebook and twitter.

facebook

twitter

You Tube

## Website



**22,560 Users**

**73.3% new visitors**

**Page views 75,516**

**Pages most viewed**

1. Home page
2. Social model of Disability
3. News

## Social Media

**facebook**



**Likes  
1360**

DW's Facebook page reached 1360 'likes' by the end of the year – an increase of 250 over the year and is regularly used by members to post quick comments and exchange views on topics of interest or concern.

DW's twitter followers increased by 1642 to 7811 by the year end and proved an invaluable means of informing a wide range of stakeholders as well as members about news and opportunities.

**twitter**



**7811**

DW launched eAccessibility Wales online Directory in December 2014 – a 'one stop shop for assistive technology advice and information'. A directory for software, hardware and computer settings to make your computer easier to use. Plus organisations in Wales who can offer you further help. Funded by Welsh Government Communities 2.0 initiative.

This website was set up by the Wales eAccessibility Forum and is maintained by its members, chair held by Disability Wales.

## DW Enews

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

## 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**

### 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.

The Cross Party Group on Disability is currently co-chaired by Mark Isherwood AM (Welsh Conservatives) and Aled Roberts AM (Welsh Liberal Democrats). The Group includes Assembly Members from each of the four main political parties together with members of the Wales Disability Reference Group (WDRG), which is the sponsoring organisation. WDRG, which consists of national umbrella bodies representing the interests of disabled people in Wales.

Meetings take place three or four times per year, including one held in the regions. The administrative role of secretariat is provided by DW on behalf of the Wales Disability Reference Group, whose other member organisations are Learning Disability Wales, Mind Cymru, Wales Council of the Blind and Wales Council for Deaf People.

3 meetings were held between April 2014 – March 2015, including one in North Wales. The issues addressed included anti-bullying research, national independent advocacy quality performance mark and code of practice, Mind Cymru advocacy survey, Social Services and Well-being (Wales) Act advocacy amendment, Independent Living Fund, disability and employment, UN Convention on the Rights of Disabled People shadow report, PIP assessment, Access to Work, and Disability Wales' Enabling Wales and Citizen Directed Co-operatives Cymru projects.

### Policy and Consultations

DW has continued to proactively influence and respond to

government policy and consultations. This year DW represented the Coalition on Charging Cymru on the Paying for Care Stakeholder Group; contributed to Welsh Government ILF stakeholder group and responded to a consultation on the future arrangements for Independent Living Fund (ILF) in Wales; Social Services and Wellbeing (Wales) Act – DW participated in the following Technical Groups:

- Eligibility Framework
- Co-operatives, Social Enterprises and User Led Services
- Direct Payments
- Advocacy

Submitted joint response with Wales Alliance for Citizen Directed Support on Parts 3 & 4 of the Regulations and Code of Practice; supported Direct Payments Overview Group Response re Direct Payments.

Other consultations to which DW responded include



– Joint Transport Plan for South West Wales

– Welsh Government Review of Designated Landscapes in Wales

– WG Design in the Planning Process; National Assembly Inquiry into Poverty in Wales

– National Assembly Inquiry into the Renting Homes (Wales) Bill

– Regional Transport Consortia's Local Transport Plans (TraCC, SWWITCH, SEWTA & Taith)

– Active Travel (Wales) Act

DW continues to represent the interests of disabled people on a wide range of national stakeholder groups across government and third sector in addition to those already mentioned:



- Welsh Government Human Rights Stakeholder Group
- Welsh Government Strategic Equality Board
- Welsh Government Disability Equality Forum
- WCVA Equality and Human Rights Coalition
- Welsh Government Budget Advisory Group on Equality
- WCVA Health & Social Care Alliance of Alliances
- Welsh Government Direct Payments Overview Group
- Welsh Government Active Travel Board
- Age Alliance Wales
- DWP Fulfilling Potential Forum
- DWP Disability and Health Employment Strategy Forum
- Wales Alliance for Citizen Directed Support
- Wales Social Cooperative Development Forum
- Digital Communities Wales strategic steering group
- Direct Payments Support Scheme Network

## **UN Convention of the Rights of Disabled People**

DW along with Inclusion Scotland, Reclaiming our Future Alliance (ROFA), UK Disabled Peoples Council (UKDPC) and Disability Action Northern Ireland have produced a list of issues shadow report for submission to the UN Examining Committee.

DW participated in the following four Nation meetings:

April 2014 (Belfast); June 2014 (Glasgow); July 2014 (London); Aug 2014 (Caerphilly) and Feb 2015 (London)

DW hosted a four nation meeting held in August 2014.



### 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

On the 3 December, UN International Day of Disabled People 2014 DW launched the development of its Disabled Peoples Manifesto at an event held at The Pierhead in Cardiff Bay. Fifty people, including disabled people and their representative organisations, debated issues in relation to their rights and equality.

This opened up discussion and focused people's minds on what action disabled people want from the government in Wales. A Disabled People's Manifesto Roadshow followed in January to March 2015. Three workshops were held – in Conwy, Aberystwyth and Neath, involving over sixty people.

In January 2015 an online survey was launched for twelve weeks. This gathered disabled people's views on what we should demand from political parties and the next Welsh Government from May 2016. Over 160 responses were received.

The engagement process produced five closely interlinked Calls to Action which seek to promote a strategic approach to creating the Welsh Government's vision of an Enabling Wales, set out in its Framework for Action on Independent Living. The Manifesto will be launched in September 2015.

Disability Wales thanks everyone who contributed to the discussions and online survey which lead to the development of this Manifesto.

Member's feedback on what they found most useful at DW Manifesto events:

Hearing a range of ideas.

Listening to other people's views.

Finding out more about the campaign.

Realising our say can help things make Law.

Hearing the manifesto commitments of the round table discussion.

Sharing knowledge.

Networking and updates on initiatives.





How strongly disabled and non-disabled people feel about independent living.

Leadership by DW to take to next stage.

Sharing views/passion – hopefully the start of things really cranking up.

## Disability Hate Crime

Disability Hate Crime Action Group Cymru – DW plays a leading role in the organisation of meetings and Chairing discussion. Three meetings held this year.

The group is made up of organisations committed to making a difference in respect of Disability Hate Crime and Harassment in Wales. Members of the group work co-productively and share information about initiatives to avoid duplication of effort and best serve the needs of victims of these attacks.

DW sits on Welsh Government Independent Advisory Group on Hate Crime Chaired by Lesley Griffiths, AM Minister for Communities and Tackling Poverty. Oct 2014 first meeting held.

Additionally, DW contributes to the scrutinisation of hate crime cases through the Crown Prosecution Service Scrutiny Panel.





## **Objective 4**

### **To develop sustainable funding arrangements**

DW continued with its strategy to diversify income through developing innovative projects. Together with its partners Disability Action, Disability Rights UK and Inclusion Scotland, it successfully bid to the Big Lottery Fund UK to deliver a major new initiative.

### **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 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; and in Wales, Disability Wales.

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

A National Advisory Group will be established in each nation to provide a country-focused body of experts from among disabled people, academics and 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 outline ideas to testing out research findings.



## **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.

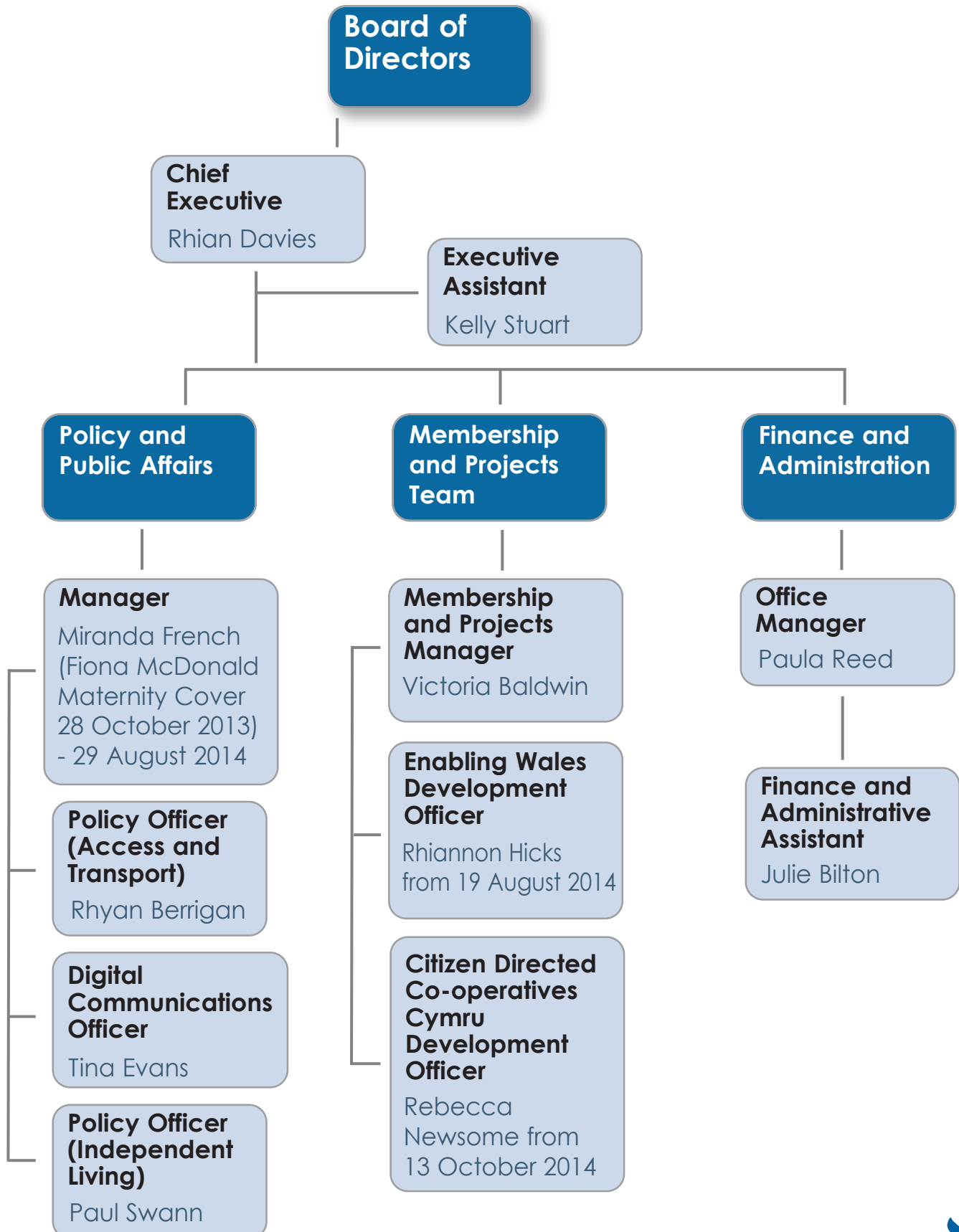
#### **Green Dragon Standard**

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 2014/2015

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  
Nantyglo 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  
Scope  
Sefydliad 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 Keith Morris Memorial Fund  
UNISON Cymru/Wales  
Unite The Union  
University of Glamorgan  
Vale of Glamorgan Council  
Vision Support  
Viva! (Wales)  
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