



Disability Wales  
Anabledd Cymru

# **DISABILITY WALES ANNUAL REPORT 2021-2022**



# CONTENTS

Strategic Aims and Objectives	4
Achievements and Impact	8
Chair’s Report	10
Treasurer’s Report	14
Chief Executive’s Report	16
Statement of Financial Activities	22
Balance Sheet	24

# BOARD OF DIRECTORS

♦ Wendy Ashton	to 14 March 2022
♦ Anne Champ	
♦ John Gladston	
♦ Amanda Glover	to 26 March 2022
♦ Simon Green	to 14 March 2022
♦ Caroline Holloway	
♦ Kelvin Jones	
♦ Trevor Palmer	
♦ Angharad Price	from 20 October 2021
♦ Deborah Shaffer	from 20 October 2021
♦ Cunqiang Shi	from 20 October 2021



Disability Wales 50th Anniversary  
Celebration Cupcakes



# STRATEGIC AIMS AND OBJECTIVES



## Vision

Disability Wales/Anabledd Cymru is the national association of disabled people's organisations in Wales striving to achieve the rights and equality of all disabled people.

## Mission

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy.

### Strategic Aim 1:

**To influence policy and decision makers at all levels, through acting as an effective advocate for the views, priorities and interests of our members.**

- Strategic Objective 1: To represent the interests of disabled people in Wales to Welsh Government and other decision makers
- Strategic Objective 2: to secure rights, equality and independent living in order to improve the well-being of disabled people

### Strategic Aim 2:

**To develop and support the work of organisations managed and controlled by disabled people.**

- Strategic Objective 1: To provide information, advice and support to member organisations
- Strategic Objective 2: To design and deliver training and development programmes for member groups

### Strategic Aim 3:

**To lead and develop an effective, sustainable organisation and ensure sound and robust governance.**

- Strategic Objective 1: To lead and manage an effective and efficient organisation for the benefit of disabled people
- Strategic Objective 2: To ensure sound and robust governance of the organisation
- Strategic Objective 3: To innovate, develop and deliver a range of income generating services that benefit disabled people

## Values

- The Social Model of Disability
- Equality, Diversity and Human Rights
- An Inclusive Society
- Self-determination
- Beacon of best practice
- Committed to achieving quality

Wales' Disability Expert Consultancy and Training  
Services offered online during the pandemic



# KEY ACHIEVEMENTS

✦ *Bring us our Rights*  
Manifesto: secured Welsh Government commitment to incorporate UNCRDP in Welsh Law

Publication of revised resource pack: *Know Your Rights Use Your Rights Live Your Rights*

Co-ordination role in co-production of report *Locked-Out: liberating the lives and rights of disabled people beyond Covid-19*

Premiere of *Unlocked Lives*, a feature length film capturing the everyday issues faced by disabled people during Lockdown

Launch of *Equal Power Equal Voice* Mentoring Programme in partnership with WEN Wales, EYST and Stonewall Cymru

Publication of Civil Society Shadow Report on Implementation of UNCRDP in Wales

# IMPACT

Number of new projects:

5

Number of online events:

36

Number of participants:

1181

Distribution of £101K in grants to 7 Disabled People's Organisations around Wales

Number of applications to Access to Elected Office Fund Wales:

18

Number of Equal Power Equal Voice Mentees recruited:

26

Disabled students on placement:

6

Number of new social media followers:

968

Total number of social media followers:

19,947

Number of Twitter impressions:

1,191,169

Number of website visits:

216,164

Number of Video views:

26,127

Number of TV and Radio Interviews:

17

# CHAIR'S REPORT



Disability Wales/Anabledd Cymru (DW) is the national association of disabled people's organisations in Wales.

**During 2022 we have been celebrating 50 years of disabled people's achievements in Wales whilst recognising that we still have a long way to go to tackle the barriers faced by disabled people. You will see as you read through this year's trustees' report the sheer amount of work that has been achieved by our committed and dedicated team.**

Our core role is to represent the views and priorities of members to government with the aim of informing and influencing policy whilst striving to achieve the rights and equality of all disabled people. Our work has been delivered very differently during the pandemic. Our staff, directors and members have all adapted well to online working and we have been pleased to see that this has led to greater involvement of our members; we have held workshops, talks and webinars which have all been well attended. We have continued

to work closely with Welsh Government and other public bodies, influencing policy - both in Wales and beyond.

The pandemic has highlighted the barriers to support and health inequalities faced by many disabled people which have been amplified by both the covid pandemic and the current cost of living crisis. Our work, which is set out in detail throughout the report, has had a big focus on not just recovery from Covid but also ensuring that the pandemic's effect on disabled people's lives are recognised.

Covid has resulted in life-long impairments for many individuals who were hospitalised, and we need to be mindful that these people will now need support to navigate their rights as disabled people. We have a full work programme for the coming year. We are in the process of securing new premises that are more suited to the new models of working and which allow us to engage in more



co-productive ways of working and continue to reach out and engage with our membership.

It has been a time of loss and grief for many people; we were very sad to lose our valued Board member, Simon Green, and also to hear of the tragic loss of our former director Judith Pennington. We also lost our longstanding friend and fellow campaigner, Vin West. At a Board level we were sad to say goodbye to our long-standing Chair Wendy Ashton and also our Treasurer Mandi Glover, who have both retired from the Board of Directors having given many years of service to Disability Wales, and we thank them both for all their hard work and commitment over the years.

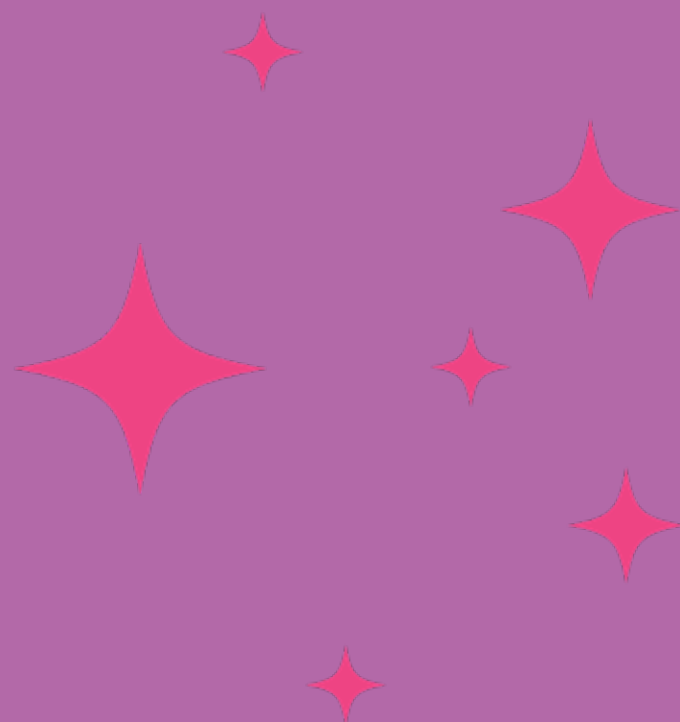
I was honoured to be asked to take the role of Chair of the Board of Disability Wales and would like to say a personal thank you to Wendy and Mandi for all they taught me during my years as vice-chair, and also to all of our directors who give their time freely to support and further the work of Disability Wales. Our Staff Team continues to grow and we have welcomed Gillian Styles in her role as Finance and Compliance Manager. We all look forward to working with her.

I know I speak for all of the Directors when I send our sincere thanks to all of our members of staff for all their hard work and dedication to their roles. The fact

that Disability Wales has been able to continue to grow during such challenging times is a testimony to their commitment to furthering the rights of disabled people.

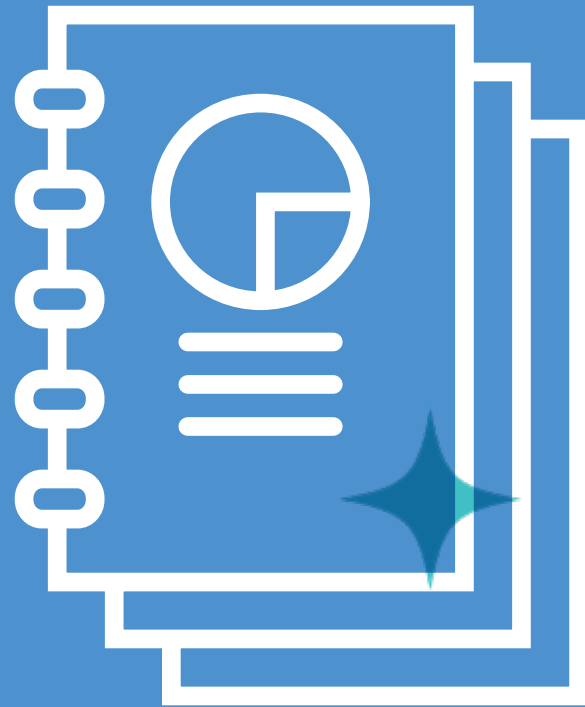


**Willow Caroline Holloway**  
Chair



Disability Wales continued to champion the Social Model of Disability, remotely during the pandemic

# TREASURER'S REPORT



It gives me great pleasure to provide our members and partners our annual financial reports in what has again been a challenging year. The year saw the organisation continually apply lessons in how we work in a different way from, face to face meetings through to digital mediums but still enabling us to continue to make access equitable to all.

We continue to have challenges in the certainty of core funding from partners but our effectiveness as an organisation in delivering projects has enabled us to confirm additional funding bids e.g. New Curriculum for Wales - UNCRDP Resources and Access to Elected Office giving rise to a successful year. We will build on this success to diversify and strengthen future funding streams.

The application of new ways of working has enabled us to contain our costs and with the timing of project delivery enabled us to have surplus for the year overall. This is outlined in more detail in our Financial Review within the Trustees' Report.

Throughout the year we have developed interim arrangements and continued to cover the vacant post of Finance Manager which was filled successfully in May 2022. The additional funding for

projects delivery has also created a further three part-time, fixed term appointments.

Finally, I would like to highlight some thank-yous:

To my predecessor, Mandi Glover, for her many years as DW treasurer and the support over the years she has given me as a trustee.

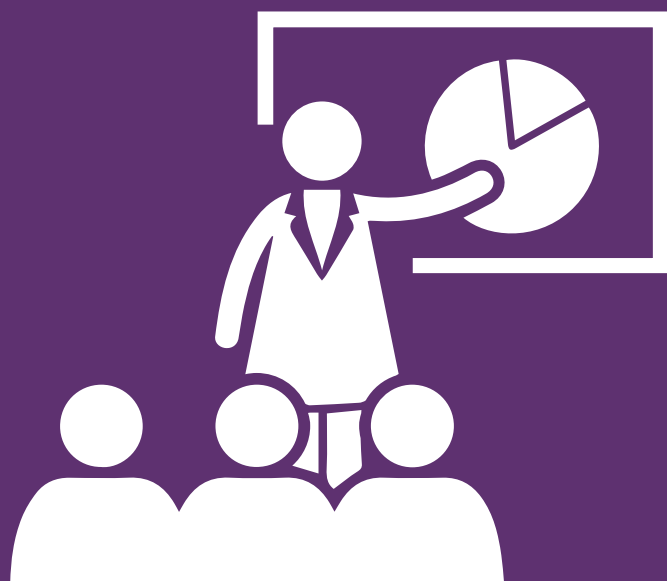
As a treasurer I would like to particularly thank the Chief Executive and Finance Team who have worked through all the numbers and compliance, ensuring that as a charity we operate to the highest standards to deliver our aims and objectives for our members.



**Kelvin Jones**  
Treasurer



# CHIEF EXECUTIVE'S REPORT



As the Covid-19 Pandemic rolled into a second year requiring further lockdowns and other restrictions, Disability Wales continued to operate remotely with no let-up in delivering our core role of representing the views and priorities of members to government with the aim of informing and influencing policy.

The launch and promotion of several key publications in which we were closely involved in co-producing with members, enabled us to capture the experiences of disabled people to inform our findings and calls to action for achieving a more equal and inclusive society.

DW's Manifesto *Bring us our Rights* proved influential during the Senedd 2021 Elections which coupled with a series of high-profile online hustings and widespread support from members, secured cross-party commitment to our chief call for the new Welsh Government to incorporate the UNCRDP in Welsh law. This commitment to using the UNCRDP as the framework for creating policy and new legislation was confirmed by Welsh Government in its Programme for Government.

The publication of the unique report *Locked-Out: liberating the lives and rights of disabled people beyond Covid-19* provided a further opportunity to highlight the heavy toll and ongoing impact of coronavirus on disabled people. In its response Welsh Government acknowledged the report findings and recommitted itself to using the Social Model of Disability as the organising principle for informing policy together with plans for incorporating the UNCRDP. Furthermore, it established a ministerial Disability Rights Taskforce to address the recommendations outlined in *Locked-Out* through a coproduced approach. DW is actively involved in shaping the work of the Taskforce as well as keeping members informed of developments and supported in taking part.

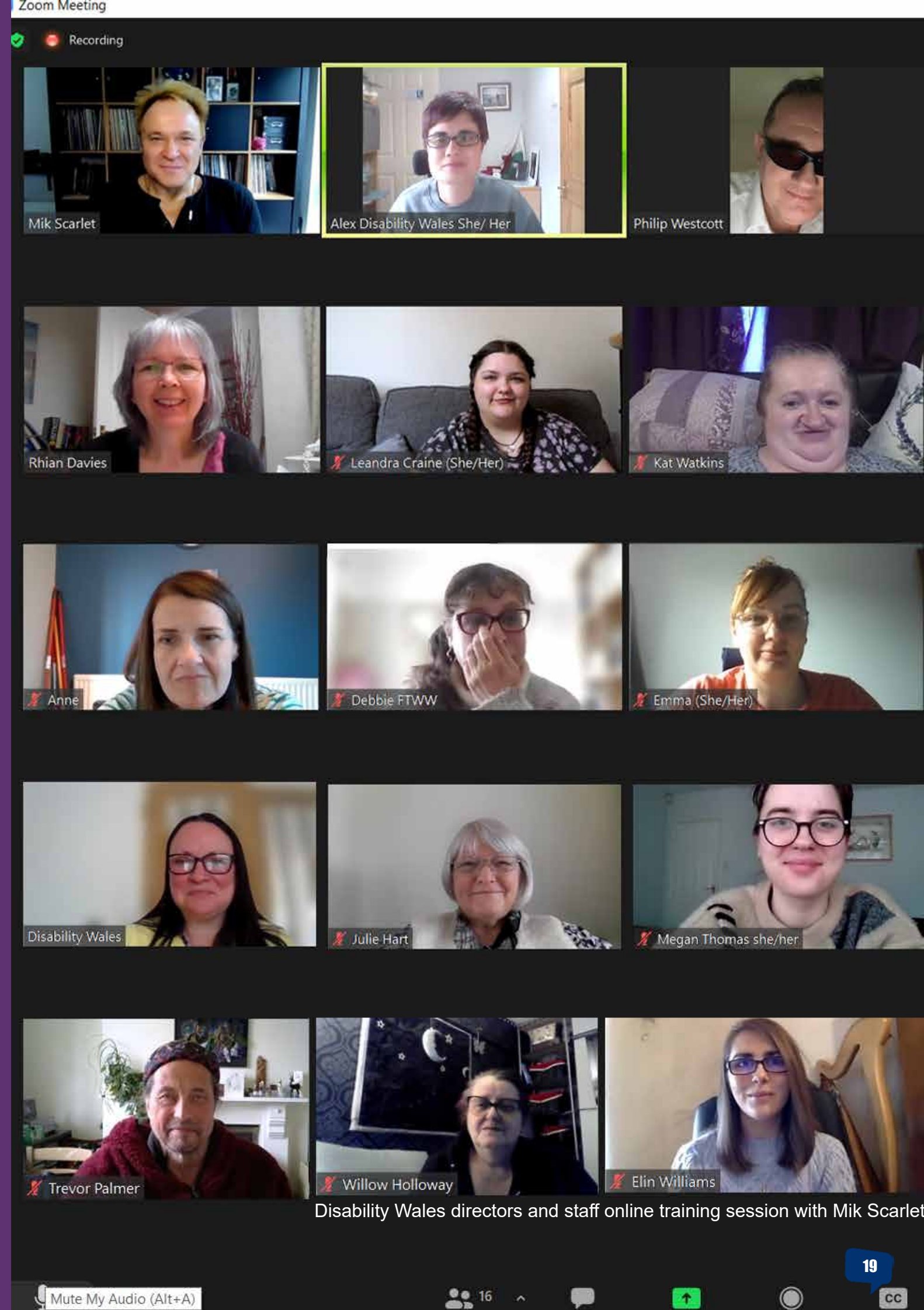
Whereas *Locked-Out* focussed on human rights breaches regarding Covid-19, wider issues were brought to light in our *Civil Society Shadow Report on the Implementation of the United Nations Convention on the Rights of Disabled People (UNCNCRDP) in Wales*. Through a survey of members, a call for evidence and intersectional focus groups delivered in partnership with Disabled People's Organisations and other stakeholders, we produced a richly detailed report for submission to the UN Committee on the Rights for Disabled People which will inform its review of UK Government's progress in implementing the Convention.

The coproductive approach involving All Wales People First, Fair Treatment for the Women of Wales, The FDF CIL in North Wales and Race Equality First enabled us to reach out to the diverse communities of disabled people and capture a wide variety of experiences to inform this significant report. Our overall conclusion is that while some progress has been made since the 2017 UN Review, in many areas there has been further regression in disabled people's rights. Specifically scant attention is paid to intersectional issues such as domestic abuse experienced

by disabled women, discrimination against disabled people from Black and Minority Ethnic communities in health and social care and lack of access to services for LGBTQ+ disabled people.

A memorable comment from one respondent quoted in the Shadow Report is that for disabled people 'poverty is a fact of life'. These concerns have deepened as we are gripped by a cost-of-living crisis with alarming hikes in energy and food prices. As with Covid-19, this is another life-threatening matter for disabled people, many of whom rely on heating and electricity to maintain their health and essential equipment. In response we have focussed attention on gathering evidence from members and are raising concerns and calling for appropriate action at the highest level.

A key finding in the *Locked-Out* Report was that the lack of disabled people in decision making positions was a likely contributor to Covid-19 policies that failed to recognise the impact on our community. Meanwhile, the Shadow UNCRDP Report highlighted the introduction of the Access to Elected Office Scheme Wales as one of the few areas of progress. Having long lobbied for such a scheme, we were delighted





to be able to pilot it on behalf of the Welsh Government for the Senedd and Local Government Elections.

The Fund is designed to provide financial assistance to tackle the barriers faced by disabled people in standing for political office. Awards enabled candidates to purchase equipment, employ personal assistants and fund transport costs in connection with their campaigns. A series of Access to Politics events and the production of an inspiring video encouraged 18 applications to the Fund which was open to disabled people standing in both principal and community council elections. 13 candidates received awards with 6 being elected. We are seeking further funding to build on the initial success of the Fund and ensure even greater take-up at the next elections.

In partnership with WEN Wales, EYST and Stonewall, funding was secured from Welsh Government and the National Lottery Community Fund to run a ground-breaking mentoring programme Equal Power Equal Voice (EPEV). Aimed at greater diversity in public life, it provides mentoring and development programmes to people with protected characteristics including disabled people, who are interested in achieving positions in public life. 26 were selected for the DW cohort with many successfully achieving Board and other roles

following the programme, thereby widening the pool of disabled influencers.

In addition to programmes aimed at disabled individuals, DW also fulfilled a key objective of supporting Disabled People's Organisations (DPOs) through distribution of £101K in grants to seven groups across Wales as well as delivery of training sessions in fundraising to the wider membership. The grants funded activities at grassroots level aimed at supporting independent living and tackling isolation, built on the Covid-19 Emergency Grants distributed previously. These small grants had a big impact however members regularly feedback to us the challenges in securing funding from other sources. An important goal for DW going forward is to raise awareness among funders about the unique role and needs of DPOs as a step towards their long-term financial sustainability.

Ensuring the robust governance and management of DW is as important an objective as our policy influencing and initiatives supporting members. The necessary move to remote working has served DW well, enabling us to recruit more widely from across Wales and among those who face barriers to working in a traditional office. Likewise online meetings have enabled greater participation among Board members, reducing travel and

being more easily accommodated with other commitments. We are therefore delighted that our recent Investors in People Review identified our ability to adapt so well to circumstances as a mark of good practice.

As we celebrate our 50<sup>th</sup> Anniversary year, we are indebted to and offer heartfelt thanks to all who have served or supported the organisation in various capacities over the years. Although progress is slower than we could expect, nevertheless there have been significant changes in law and societal attitudes regarding disabled people since the 1970s. At DW we are proud to have played our part in these historic developments and in continuing to shape the future direction of disability rights and equality in Wales and beyond.



**Rhian Davies**  
Chief Executive



# STATEMENT OF FINANCIAL ACTIVITIES

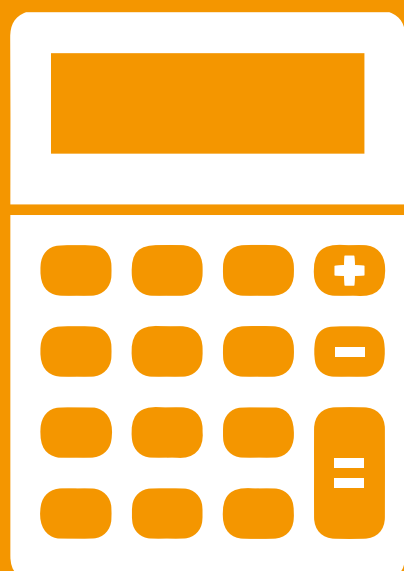
including Income and Expenditure Account

**For the year ended 31 March 2022**

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
<b>Income from:</b>						
Donations and legacies	280,436	-	280,436	272,445	5,060	277,505
Charitable activities	22,445	302,915	325,360	498	273,772	274,270
Investments	352	-	352	29	-	29
<b>Total income</b>	<b>303,233</b>	<b>302,915</b>	<b>606,148</b>	<b>272,972</b>	<b>278,832</b>	<b>551,804</b>
<b>Expenditure on:</b>						
Charitable activities	229,407	322,290	551,697	228,858	217,324	446,182
<b>Net incoming/(outgoing) resources before transfers</b>	<b>73,826</b>	<b>(19,375)</b>	<b>54,451</b>	<b>44,114</b>	<b>61,508</b>	<b>105,622</b>
Gross transfers between funds	(7,520)	7,520	-	(1,880)	1,880	-
<b>Net income/(expenditure) for the year/ Net movement in funds</b>	<b>66,306</b>	<b>(11,855)</b>	<b>54,451</b>	<b>42,234</b>	<b>63,388</b>	<b>105,622</b>
Fund balances at 1 April 2021	381,714	101,714	483,428	339,480	38,326	377,806
<b>Fund balances at 31 March 2022</b>	<b>448,020</b>	<b>89,859</b>	<b>537,879</b>	<b>381,714</b>	<b>101,714</b>	<b>483,428</b>

# BALANCE SHEET

as at  
31 March  
2022



A copy of the full Annual Report and Financial Statements may be requested from Disability Wales at [finance@disabilitywales.org](mailto:finance@disabilitywales.org).  
Charity registration number 517391

Company registration number 1998621 (England and Wales)

	2022 £	£	2021 £	£
<b>Current assets</b>				
Debtors	129,368		42,524	
Cash at bank and in hand	441,691		518,793	
	571,059		561,317	
<b>Creditors: amounts falling due within one year</b>	<b>(33,180)</b>		<b>(77,889)</b>	
Net current assets	537,879		483,428	
<b>Income funds</b>				
Restricted funds		89,859		101,714
Unrestricted funds				
Designated funds	225,130		225,130	
General unrestricted funds	222,890		156,584	
		448,020		381,714
		537,879		483,428



Disability Wales  
Anabledd Cymru

Brydon House  
Block B  
Caerphilly Business Park  
Van Road  
Caerphilly  
CF83 3ED

Charity Number: 517391

Company Number: 1998621

Disability Wales received funding  
from the Welsh Government

 029 2088 7325

 029 2088 8702

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