



Disability Wales  
Anabledd Cymru

**Annual Report**  
2022-2023

DW  
AC  
22  
23

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# Strategic Aims and Objectives



DW 50th Anniversary  
Celebration Cupcakes

## 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



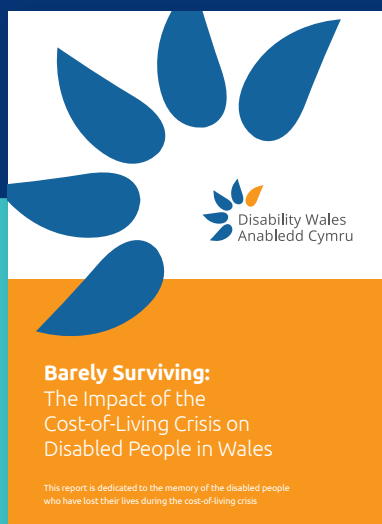
### Values

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

# Impact

## Cost of Living Campaign

- 1 information webpage
- 8 information events
- 133 participants
- 1 Barely Surviving Report
- 2 focus groups
- 25 participants
- 74 survey responses



## Rights Here Rights Now: UNCRDP in the Curriculum



- 1 resource pack
- 6 videos
- 9 school visits
- engagement with  
**147** teachers and  
**1290** pupils

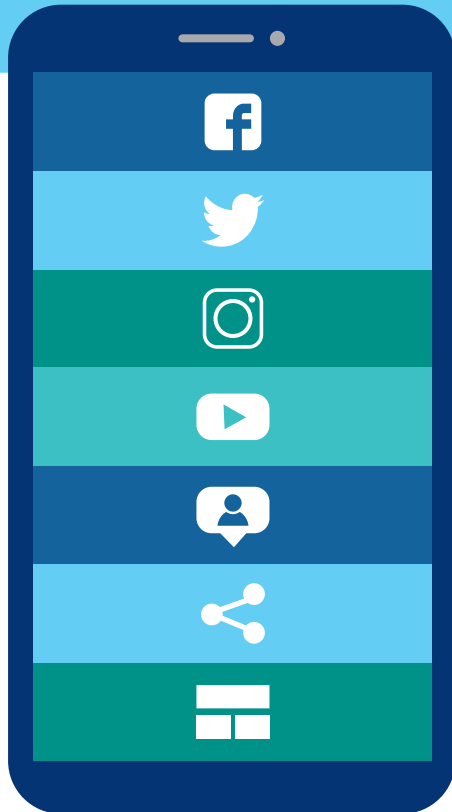


## DW Online

- **199.6k** Website Visitors
- **65,400** Unique Visitors

disabilitywales.org

## Followers



Facebook: 5,588

Twitter: 14,959

Instagram: 669

YouTube: 205

1,327 new social media followers

565,500 impressions

12 issues of DW e-news  
– 605 subscribers

## 50th Anniversary Conference Road to Rights

**50** in-person participants

**20** online participants

**400** You Tube views

**1500** views of First Minister 'Social Model' clip



Disability Wales  
Anabledd Cymru

# Achievements

**Core Participant Status  
(Module 2)**



**INVESTORS  
IN PEOPLE®**

**Retained IIP Award 2022 – 2025**

**Winner: Peer Network  
Equal Power Equal Voice  
Mentoring Programme  
WEN Wales, Disability Wales,  
EYST, Stonewall Cymru**



**WCVA Welsh Charity Awards  
Shortlisted: Digital Pioneer**

**GWOBRAU  
ELUSENNAU CYMRU**  

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**WELSH CHARITY  
AWARDS**



# Chair's Report



Willow Holloway and Mark Isherwood MS  
at the DW 50th Anniversary Dinner



**It has been another really productive year for Disability Wales. We have continued to represent our members during these challenging times whilst increasing understanding of disabled people's needs. We have continued to work closely with Welsh Government and other public bodies, influencing policy both in Wales and beyond.**

Our anniversary dinner and our *Road to Rights* hybrid conference were both events which highlighted the commitment of disabled people's organisations and disabled activists across Wales. Either individually or as groups, our member organisations work tirelessly to promote and protect the rights of disabled people. It was great to get so many of them together in person, and to have so many people attend virtually. Over the last year we have continued to learn more about hybrid methods to make our events accessible for disabled people across Wales and to ensure that our voices continue to be heard now that many organisations have returned to old ways of working.



Directors and staff with Minister for Social Justice, Jane Hutt MS, at the Anniversary Dinner

It has been a worrying time for many of our members who have seen a big decline in their standard of living. We have collected the experiences of our members around the cost-of-living crisis, cuts to services and the ongoing impact of the pandemic, all of which are having negative impacts on disabled people. The evidence we have gathered has been collated into our latest report ***Barely Surviving – the impact of the Cost-of-Living Crisis***. We have also looked at the challenges being faced by disabled people's organisations who often operate with limited funds.

Our training team have been very busy, from training Welsh Government officials on the social model of disability to going into schools to increase understanding of The United Nations Conventions on the Rights of Disabled People



We have been engaged to work with the National Trust during 2023 to make their properties more accessible by undertaking access surveys at some of their Welsh properties alongside our member groups.

The Board would like to say a big thank you to all of our dedicated staff team, not just for all the planned work this year but also for all the work they have done raising our profile across Welsh media, and for all the hard work and planning involved in our move to new premises. We are sad to say goodbye to Emma Cooksey who is moving to pastures new. We all wish her all the best in her new role.

On behalf of myself and other Board members I would like to thank all the disabled people across Wales who have attended our events and focus groups and shared their experiences.

**Willow Holloway**  
Chair

# Treasurer's Report

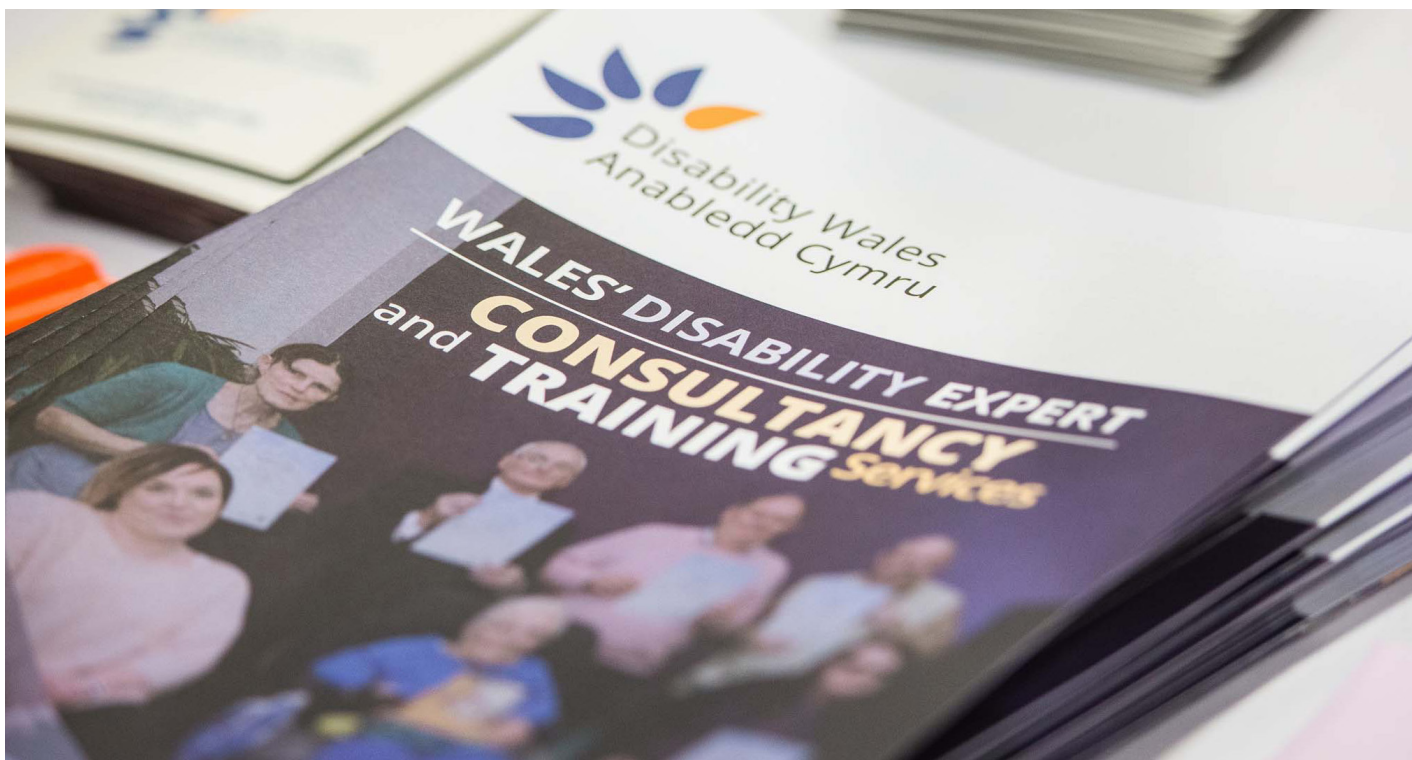
The background of the page is a solid blue color. On the right side, there are several large, stylized leaf shapes in a lighter shade of blue, arranged in a vertical column. These leaves are simple, elongated shapes with rounded tips and pointed bases, overlapping each other.

**It gives me great pleasure to provide our members and partners our annual financial reports in a year that has continued to see great changes across our society.**

We have continued to apply lessons learnt from working practices that changed from the pandemic, changing the way we work so that we start 2023-24 financial year with no permanent office in Caerphilly and now hot desk and shared facilities within the Spark centre in Cardiff, reducing our organisation's overheads and enabling us to be more flexible in responding to future financial pressures.

In 2022-23 we continue to develop income streams and project management income to support core organisational costs but within an ever-difficult financial landscape.

The increase cost-of-living crisis, which has disproportionately affected disabled people, has led to a number of short-term projects enabling us to effectively campaign for our rights, but this has not enabled us to secure longer term funding.





Our income generation programs have increased with training and consultancy and this is an area we hope to expand over forthcoming years, with particular emphasis on areas such as access and the social model of disability.

We continue to have challenges in core funding but have secured intent to fund part of our core costs from Welsh Government over the next few years. We have a programme of work in hand to develop and diversify our income from a wider range of funding bodies.

The year saw the completion of several programs and the continuation of existing programs, as outlined in more detail in our Trustees' Report.

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 operated within our budget projection for the year. This is outlined in more detail in our Financial Review within the Trustees' Report.

With our new financial management team, we have robustly reviewed and strengthened our financial procedures and compliance during the year

Finally, some thank-yous: As a treasurer I would like to particularly thank fellow trustees, 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**







First Minister Mark Drakeford MS addresses members at the Annual Conference



# Chief Executive's Report



First Minister  
Mark Drakeford

## Disability Wales' 50th Anniversary provided an opportunity to reflect on all that has been achieved in progressing disability rights and equality across five decades as well as what is yet to be accomplished.

Given the ongoing impact of Covid-19 and the emerging cost-of-living crisis, we kept celebrations modest, holding an anniversary dinner on the eve of our Annual Conference attended by the Minister for Social Justice Jane Hutt MS.

The conference *Road to Rights*, focussed on the pivotal role of disabled activists in campaigning for legislation aimed at tackling the barriers to equal participation. In honour of our 50th Anniversary, the First Minister Mark Drakeford MS gave the keynote address, affirming Welsh Government's commitment to the Social Model of Disability:



**“I want to reaffirm today the commitment of the Welsh government... to the social model of disability ... to spreading an understanding of what we mean by the social model and not just an understanding of it but that we make that additional effort to ensure that from understanding comes real action that makes a difference.”**

The First Minister highlighted the role of the Disability Rights Taskforce, which he established in response to the findings and recommendations in the seminal report *Locked-Out* on the impact of Covid-19 on disabled people in Wales. Through a series of thematic working groups reporting to the Taskforce, a Disability Rights Action Plan will be developed setting out Welsh Governments objectives for tackling the barriers faced by disabled people.



I was privileged to chair the Working Group on Independent Living (Social Care), whilst our Chairperson Willow Holloway, chaired the Independent Living (Health and Wellbeing) group. DW delivered the contract to provide Social Model Training to all Taskforce and Working Group members. The Taskforce is providing a good model for working coproductively and facilitating the leadership of disabled people in influencing policy.

While the Taskforce is future oriented, disabled people's current circumstances are dire due to the cost-of-living crisis. We have taken a dual approach in response: providing information and signposting to sources of support; and gathering evidence to highlight the specific impact on disabled people to influence policy makers.

We introduced a dedicated [Cost of Living](#) webpage detailing help available from government schemes as well as statutory and voluntary organisations: We delivered a series of eight online events reaching 133 participants in partnership with organisations such as the Energy Saving Trust, Citizen Advice, Trussel Trust and Victim Support Cymru. These provided a safe space to learn more about rights and entitlements, how to keep warm and well, accessing foodbanks and tackling hate and mate crime, a shocking consequence of economically challenging circumstances.

**In order to influence decision makers and change policy on the cost-of-living crisis, we gathered evidence of disabled people's lived experience. As rising energy costs, food prices, rent and mortgage rates took effect, we held focus groups and circulated an online survey which engaged nearly a hundred people from across Wales.**



The report *Barely Surviving: the impact of the Cost-of-Living Crisis on Disabled People in Wales* proved grim reading. A key finding was that despite disabled people experiencing higher levels of poverty coupled with higher daily living costs related to their impairments and health conditions, there was little targeted support from either Welsh or UK Governments. Moreover, the toll on disabled people's mental health has become a silent epidemic, highlighting a lack of joined up approach among relevant agencies in tackling it.

Barely Surviving recommends actions aimed at UK and Welsh Governments and informs our representations at the Taskforce, Cross Party Group on Disability and at the UN via the review of UK Government's progress in implementing the Convention on the Rights of Disabled People.

Loneliness and isolation emerged as a recurring theme in the Barely Surviving Report with many reporting making cutbacks in travel expenditure thereby affecting their ability to meet with friends and family. This was also a significant impact for many disabled people during Lockdown. DW together with Disability Rights UK, Disability Action NI and Inclusion Scotland have been awarded core participant status in the *Covid-19 Inquiry*. This enables us to access confidential information provided to the Inquiry from key government witnesses as well as put questions to them during Hearings and make our own statements. The Inquiry provides a vital mechanism to hold both UK and Welsh Governments to account regarding their actions leading to the devastating impact on disabled people in Wales, including the high deathrate.

While our campaigning work highlights the many challenging issues faced by disabled people, our projects have a strong focus on empowerment. The award-winning [\*Equal Power Equal Voice\*](#) Mentoring Programme delivered in partnership with WEN Wales, EYST and Stonewall Cymru, has completed its second year with many positive outcomes for the mentees within DW's cohort. These include appointments to board roles, internships in political parties and media appearances championing specific campaigns.

Members at the Annual Conference



Our project ***Rights Here Rights Now*** has proved a great joy, raising awareness of the UNCRDP in schools through specifically designed resources for use as part of the new National Curriculum for Wales. We visited 9 schools across Wales, working with 147 teachers and 1290 children. The sessions were informed by lived experience and inspired schools to develop their own projects. This included undertaking an access survey of their local town centre and submitting a petition to the Senedd calling for better access to shops. Such enthusiasm from our youngest citizens bodes well for a more inclusive society in future.

DW's profile remained high in mainstream as well as social media. We worked closely with BBC Cymru Wales in developing their ***#TalkDisability campaign***, a year long initiative to include more disability related content. This included a feature about disability rights campaigns over the previous 50 years as well as items about barriers to booking concert tickets and the shortage of Personal Assistants in Wales.

DW's website attracted nearly 200K visitors with 1327 new followers across all our social media accounts. We achieved 565,500 impressions between our Facebook, Twitter and Instagram platforms. Running the annual conference as a hybrid event certainly extended its reach and

inclusivity. In addition to the 50 participants in the room, a further 20 joined online, with nearly 400 watching proceedings on our You Tube page. Video clips featuring conference speakers proved very popular, with the First Minister's Social Model commitments achieving over 1,500 views on Twitter.

**Our online achievements were acknowledged in the WCVA Welsh Charity Awards, being shortlisted for the Digital Pioneers category. WCVA commissioned a video featuring our successful social media campaign encouraging young disabled people to vote which was shared during Welsh Charities Week.**

With the support of a WCVA Third Sector Resilience Grant, we made progress with developing our Training and Consultancy service. This is vital to increasing our income generation activity and reducing reliance on Welsh Government grants, notwithstanding the fact that our engagement with them exceeds the funding awarded. In addition to several contracts delivering Social Model Training, we secured a major contract with the National Trust to undertake access surveys of several properties in Wales in partnership with our members.

Property matters were a key concern for DW. After many years based in Caerphilly, we gave up our lease to fully embrace hybrid working. We now have desks at Sbarc/Spark in Cardiff. Owned by the University, it provides a range of facilities as well as fabulous opportunities for collaboration with academic research teams and other organisations in the third and public sector.

In a busy and challenging year, I must express my heartfelt thanks to the Board and staff at DW for their dedication, commitment and hard work as we continue to strive for the rights and equality of all disabled people in Wales. Here's to the next 50 years!

**Rhian Davies**  
**Chief Executive**

# Statement of Financial Activities



## Income and Expenditure

For the year ended 31 March 2023

	Unrestricted funds £	Restricted funds £	Total £
<b>Income</b>			
Donations and legacies	340,040	0	340,040
Charitable Activities	6,756	219,859	226,615
Investments	2,029	0	2,029
<b>Total income</b>	<b>348,825</b>	<b>219,859</b>	<b>568,684</b>
<b>Expenditure</b>			
Charitable Activities	358,730	175,725	534,455
<b>Net (outgoing)/incoming resources before transfers</b>	<b>(9,905)</b>	<b>44,134</b>	<b>34,229</b>
Gross transfers between funds	23,790	(23,790)	0
<b>Net income/movement of funds</b>	<b>13,885</b>	<b>20,344</b>	<b>34,229</b>
Fund balances at 01.04.22	448,020	89,859	537,879
Fund balances at 31.03.23	461,905	110,203	572,108

## Balance Sheet

For the year ended 31 March 2023

	2023
<b>Current Assets</b>	
Debtors	34,520
Cash at bank and in hand	608,559
	<b>643,079</b>
Creditors: amounts falling due within 1 year	(70,971)
<b>Net Current Assets</b>	<b>572,108</b>
<b>Income funds</b>	
Restricted funds	110,203
Unrestricted funds	
Designated funds	225,130
General unrestricted funds	236,775
	461,905
	<b>572,108</b>



# Board of Directors

**Chairperson**

Willow Caroline Holloway

**Vice-Chairperson**

Anne Champ

**Treasurer**

Kelvin Jones

**Directors**

John Gladston (to October 2022)

Trevor Palmer

Zanet Papadamaki (from October 2022)

Angharad Price

Deborah Shaffer

Cunquiang Shi (Felix)



### **Disability Wales**

Sbarc / Spark  
Maindy Road  
Cardiff  
CF24 4HQ

**Charity Number:** 517391

**Company Number:** 1998621

Disability Wales received funding  
from the Welsh Government



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