

Charity registration number 517391

Company registration number 1998621 (England and Wales)

DISABILITY WALES/ANABLEDD CYMRU
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

DISABILITY WALES/ANABLEDD CYMRU

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DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

Chair's Report

As with many third sector organisations, it has been a challenging year for Disability Wales and funding cuts have required us to undertake a change programme to ensure a more sustainable future for the organisation.

We have greatly appreciated the support and understanding of members during this period, as reduction in staff capacity has meant that we have been unable to provide the usual range of activities. We embarked on our strategic review and were delighted by the number of members who responded to our survey.

It was clear from members responses that key priorities for DW include: working with Disabled People's Organisations and individual disabled people; campaigning and influencing policies, as well as educating the public on disability issues and the Social Model of Disability. These priorities very much guided our thinking at strategic planning sessions with Board and Staff, and we look forward to sharing our new strategic plan with members soon.

DW has certainly sought to influence the development of Welsh Government's draft Disabled People's Rights Plan. DW, together with many of our members, has played an active role in the Disability Rights Taskforce and across the 10 working groups. We are proud to have delivered Social Model of Disability Training for Taskforce members as well as for the Cabinet, including the First Minister. It is vital that this commitment to the Social Model of Disability is translated into meaningful actions to tackle disabling barriers in everyday life and ensure disabled people's right to independent living.

I wish to thank the Cranfield Trust for their assistance with our Strategic Review, as well as the Moondance Foundation and Wales and West Housing Association for their greatly valued financial support. This has helped us continue our work during a critical time for the organisation. I am also honoured to pay tribute to the late Mike Jones, who as well as loyally supporting DW over many years, remembered us with a generous legacy. May he rest in power.

My thanks as ever go to DW's magnificent Board of Trustees and our dedicated staff team for their hard work and commitment to achieving the rights and equality of disabled people.

Willow Caroline Holloway

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

Chief Executive's Report

During another challenging year for disabled people where the ongoing cost-of-living crisis exacerbated long-term poverty and inequality, at DW we continued to pursue our aim of **influencing policy and decision makers at all levels on behalf of members**.

We vehemently opposed Welsh Government's shocking proposals to increase weekly maximum care charges from £100 to £125 per week. From our own *Barely Surviving* Report (2023), we knew that social care recipients were already struggling to pay their charges alongside essential bills for eating and heating. Through a membership survey and focus groups we built a strong case against the proposals. This included challenging the myth that only well-off disabled people are charged the maximum when in fact recipients who solely rely on benefits pay the full amount. Armed with this evidence, we met with Ministers, Senedd Members and took to the media. The campaign paid off: recognising the dire impact of raising charges, Ministers dropped their proposals. Moreover, they acknowledged the inconsistency in charging practice across Wales and announced their intention to undertake a national review. The power of the voice of lived experience was evident and DW was glad to play its role in ensuring this was heard at the highest level.

DW remained actively involved in the Disability Rights Taskforce including membership of several working groups. Having delivered Social Model training to all Taskforce participants, we were proud to present two sessions to Cabinet members, including the First Minister. Believed to be the first time any such training has been delivered in the UK, it provided an unrivalled opportunity to discuss directly with Ministers the significance of the Social Model of Disability in the history of disabled people's campaign for rights and why tackling barriers in society must be the priority of government.

While concerned at the delay in publishing the draft Disabled People's Rights Plan, we welcomed news of the proposed establishment of an External Advisory Board. Having lobbied for such a Board, to provide vital scrutiny and accountability for the Plan once published, we were delighted that the Cabinet Secretary for Social Justice, Jane Hutt MS announced the proposal at our AGM.

Despite the challenging context, we continued to actively contribute towards DW's aim to **develop and support the work of Disabled People's Organisations (DPOs)**. This included delivering a range of initiatives that develop the skills and confidence of disabled people, many of whom play an active role in DPOs.

The successful, award winning Equal Power Equal Voice Mentoring Programme ended with an inspiring celebration of mentees achievements. Delivered in partnership with WEN Wales, EYST and Stonewall, it enabled many mentees, including from DW's cohorts, to secure Board positions, gain elected office or progress other personal goals. We were delighted that further funding from the National Lottery Community Fund and Welsh Government was secured by the partnership to run a second programme.

Building on the success of the pilot Access to Elected Office Fund, DW was awarded funding from Welsh Government to set up the Access to Politics Grassroots Network Project. Launched at a lively event on the International Day of Disabled People by the Cabinet Secretary for Local Government and Housing Jayne Bryant MS, it provides networking opportunities for disabled people interested in politics including standing for elected office. Moreover, it seeks to make politics more inclusive and accessible through development of resources such as an Access to Politics Charter and a Toolkit for disabled candidates. With Senedd and Local Government elections on the horizon, we look forward to disabled people featuring prominently among candidates standing across Wales.

Communicating effectively with members and stakeholders remains an important aspect of our influencing work and support for DPOs. Our website contains a range of information and resources, including the popular Social Model Toolkit launched during the year. We were pleased to see a significant increase in traffic with an additional 100K views compared to the previous year. Daily posts across DW's range of social media platforms featuring news, opportunities and updates, attracted more than 800 new followers, taking us to over 21K followers and achieving a total reach of 367,400.

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

The cost-of-living crisis brought its own challenges for DW and following cuts in our funding, it required us to undertake a change programme to redesign and redevelop the organisation. To meet our aim of **leading and developing an effective and sustainable organisation** has required some hard decisions and difficult times. We embarked on a strategic review and appreciate the number of members who responded to our survey, which greatly helped inform the process. We look forward to sharing the outcome of the review, which has also involved staff and directors with valuable expertise from Cranfield Trust.

In seeking to secure a financially sustainable future for DW, support from funders Moondance Foundation and Wales and West Housing Association has been invaluable, and we are deeply touched by the legacy left to us by our dear friend and member Mike Jones.

As ever, my thanks go to our dedicated Directors for their wise advice and counsel and to our fantastic staff for their unstinting hard work and enthusiasm whatever the challenges.

Rhian Davies

DISABILITY WALES/ANABLEDD CYMRU

CHAIR, CEO AND TREASURER STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

Treasurer's Report

The ongoing challenging financial climate continues to cause difficulties for the third sector, with rising costs, cuts to funding and highly competitive bidding processes. DW is not insulated from these pressures and has had to take some stark measures to reduce spending to support the long-term sustainability of the organisation.

We are fortunate that during such difficult times, our historical reserves built up over many years, enable us to maintain our work in influencing policy to ensure the rights of disabled people are upheld. For this we are ever grateful for some very generous legacies received over the years from members and supporters of the organisation.

This year, we were greatly touched and very thankful to receive a significant legacy from longstanding and greatly missed member Mike Jones. As well as being a regular at DW conferences, Mike actively campaigned for civil rights legislation during the mid-nineties. We are glad to be able to build on his legacy in the ongoing fight for the rights of disabled people and develop new strategies to continue our work in face of the rising challenges.

Our strategic planning process has engaged members as well as Directors and staff. We greatly appreciate the support received from the Cranfield Trust which provided volunteer consultants to facilitate our strategic review sessions and offer expertise with drafting our revised plan.

We are immensely grateful to Moondance Foundation and Wales and West Housing Association for their generous support for our work. This has proved invaluable in enabling us to develop a range of information resources to members and disabled people more widely during a challenging and stressful time for many.

As Treasurer I would like to thank fellow Trustees, the Chief Executive, and staff team who have worked to ensure that as a charity we operate to the highest standards to deliver our aims and objectives for our members.

Kelvin Jones

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The purposes of the charity, as set out in its governing document, are to assist the relief of all disabled people in Wales. The main activities undertaken in relation to those purposes are noted throughout the report.

Vision

Disability Wales/Anabledd Cymru (DW) 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.

Public benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set. Our achievements towards these aims are set out in this report.

Strategic Aims and Objectives

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

Objectives:

- To represent the interests of disabled people in Wales to Welsh Government and other decision makers
- 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

Objectives:

- To provide information, advice and support to member organisations
- 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

Objectives:

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

DW's Values

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

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Outcomes, Achievements and Performance

Key Achievements

- Welsh Government dropped proposals to increase maximum weekly social care charges and proposed to undertake a review of charging policy and practice following a strong campaign from DW, members, and a consortium of organisations representing disabled people, older people and carers.
- At DW's AGM, the Cabinet Secretary for Social Justice, Jane Hutt, announced Welsh Government's proposals to establish an independent Disability Rights Advisory Board to provide scrutiny and accountability of the proposed Disabled People's Rights Plan, previously called for by DW.
- Successful online launch of DW's Social Model of Disability Toolkit, subsequently uploaded to website and disseminated to members, stakeholders and via social media.
- DW delivered Social Model of Disability Training to Cabinet Members – believed to be the first time such training has been provide at this level in the UK.
- Participation in the Disability Rights Taskforce and contributions to the drafting of the Disabled People's Rights Plan.
- Providing evidence from members to the Senedd Equality and Social Justice Committee's Inquiry into the Disability Employment Gap which was cited in its report.
- Completion of the successful, award winning Equal Power Equal Voice Mentoring Programme.
- Securing Welsh Government funding to set up the Access to Politics Grassroots Project.
- Launch of DW's Strategic Review with support from Cranfield Trust and engagement with Directors, staff and members including circulation of a survey and workshops.
- Awarded three-year donation from Wales and West Housing Association.
- Successful funding bid to Moondance Foundation.

Outcomes and Activities

Social Care Charging

Welsh Government proposals on raising the weekly maximum charge for adult non-residential care and support was considered unfair, unfounded and unsafe. Working together with DPOs, individuals and other organisations across the sector, DW was instrumental in achieving reversal of the proposals. DW was able to influence decision-making by:

- Holding a Senedd Drop-in Session to brief Senedd members about the proposals
- Submission of a consultation response opposing proposing increase in social care charges
- Holding meetings with Cabinet Secretary for Culture and Social Justice and Minister for Social Care
- Highlighting the impact of increased charging in media stories

Consultations and representation

As part of our work to represent the interests of disabled people in Wales, DW engaged in consultations and representation during the year which included:

Consultations

- Diversity and Inclusion Guidance for Registered Political Parties: submitted a consultation response drawing on learning from Access to Elected Office Fund Wales.
- Senedd - International Day of Disabled People: produced and circulated a briefing to Senedd Members on IDDP theme;
- UK Government - DWP White Paper Get Britain Working: created and circulated a survey for Get Britain Working White Paper. Shared through email and social media communications to inform response.
- Responded to the British Sign Language (BSL) (Wales) Bill consultation to wholeheartedly support the legislation in all its forms.
- Meetings with Cabinet Secretary for Culture and Social Justice and Minister for Social Care to discuss policy issues in their respective portfolios
- Gave oral evidence to Senedd Health and Social Care Committee re Health and Social Care Bill.
- Evidence to the Senedd Inquiry into Active Travel in Wales.
- Gave written and oral evidence to Senedd Equality and Social Justice Committee Disability and Employment Inquiry.
- Circulation of joint briefing with All Wales People First to all Senedd Members on Assisted Dying Debate.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Representation:

- Disability Rights Taskforce: participated in Taskforce meetings and the Chairs Working Group
- Secretariat of Cross Party Group on Disability, arranged Cross Party Group on Disability meetings and supported progress with campaign for 'lifetime' award of Blue Badge
- Human Rights Advisory Group - Legislative Options Working Group, contributing to analysis of options to incorporate the UN Convention on the Rights of Disabled People
- Third Sector Partnership Council: represented the Wales Disability Reference Group in meetings with the Cabinet Secretary for Equality and Social Justice
- Disability Equality Forum:
- Streamlining Welsh Benefits Stakeholder Group
- National Advice Network Wales
- Fuel Poverty Advisory Group

Mainstream Media and Social Media Coverage

DW has built on its already very positive media profile which includes:

- Staff engaging in radio and TV presentations and interviews in both English and Welsh
- Regular blog posts
- Social media highlights videos
- Twitter stories and comments
- Monthly newsletter
- Regular updates to our website
- Over 1m visits to DW's Website
- Publication of General Election Factsheet giving information about boundary changes and ID requirements

Successful stories included:

- BBC Wales coverage re Disabled People's Access to Health Services
- Media appearances including on cuts to Winter Fuel Allowance, access to transport and disabled people and dating
- The reality of trying to use public transport in Wales if you're disabled
- Barriers to voting
- Co-production and funding from government
- Problems with recycling system due to an inaccessible design
- Planning an accessible Christmas party
- Continuing coverage of DW's opposition to proposed benefits cuts and call for overhaul of the unfair benefit systems.

Promotion of Social Model of Disability

Promotion of the Social Model: increasing understanding and incorporation of its concepts within society is fundamental to the achievement of our strategic aims. We have continued our work through:

- Disability Equality and Social Model Training provided to relevant stakeholders.
- Social Model Training for Disability Rights Taskforce: continued delivery of training to all members.
- Social Model Training to Cabinet Members

Core Participation in Covid-19 Inquiry

DW is a core participant in Module 4 on Vaccines and Therapeutics and Module 6 Social Care. Building on the co-produced 2021 report *Locked-Out: Liberating disabled people's lives and rights in Wales beyond Covid-19* DW continues to represent the interests and concerns of Disabled People's Organisations regarding the devastating impact of Covid-19 on disabled people in Wales including:

- Loss of social care support and rights to assessment
- Fear and anxiety about blanket application of 'Do not attempt resuscitation' notices
- Lack of prioritisation of disabled people in Vaccines Roll-out

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Targeted Projects

Equal Power Equal Voice Mentoring Programme

Equal Power Equal Voice (EPEV) is a partnership between Women's Equality Network (WEN) Wales, Stonewall Cymru, Disability Wales, and Ethnic Minorities & Youth Support Team (EYST) Wales.

Launched in 2021, EPEV was a mentoring programme aiming to increase diversity of representation in public and political life in Wales, funded by the National Lottery Community Fund and Welsh Government.

Mentees and their mentors came together in Cardiff and online when EPEV held its final event for the 2023/24 cohort to celebrate the successes of the last year. It was powerful to be there to hear just how much this programme means to those who are a part of it.

DW is delighted to continue its partnership role in the new EPEV Programme which commenced in June 2025, and is part funded by the National Lottery and Welsh Government.

Access to Politics Grassroots Network Project

The Access to Politics Project is funded by Welsh Government and builds on the findings from the pilot Access to Elected Office Fund. It aims to develop a non-partisan grassroots network of disabled people interested in engaging more actively in politics including standing for elected office. In addition to the Network, the project will produce an Access to Politics Charter aimed at achieving greater inclusion in party politics and a toolkit for disabled candidates.

The project was launched by the Cabinet Secretary for Housing and Local Government Jayne Bryant MS, at a Senedd Event to celebrate the International Day of Disabled People.

Single Advice Fund

- DW is a partner in two successful regional bids led by Gwent Citizen Advice and Cwm Taf Citizen Advice. DW's role will include developing links between Citizen Advice and DPOs, advise staff on Social Model, accessibility and inclusion.

CARE Lab

- DW is a partner in a three-year research project re data from National Social Care Census. Led by Cardiff University, DW's role is to establish and co-ordinate an advisory panel of social care recipients.

Enquiries

DW responded to nearly 400 enquiries from members of the public seeking advice/information on disability issues. Examples of enquiries dealt with during the period:

- Support with accessible housing issues
- Obtaining a Social Care Assessment
- Applying for a Blue Badge
- Pavement parking
- Accessibility at public buildings

Events

Annual Conference

Annual Conference/AGM on 11th December: Planning for the Future

Event included a speech from the Cabinet Secretary for Social Justice Jane Hutt MS, plus a presentation on DW's Strategic Review, findings from the membership survey and breakout groups to discuss future priorities.

The Social Model of Disability's cross-cultural values

DW joined forces with ResponsABLE Assistance to host this international hybrid event. It was an opportunity to learn more about and meet representatives from the Fursa initiative in Kenya and to explore the Social Model of Disability's cross-cultural values. Fursa has helped to overcome cultural practices and provide sustainable income streams for families, such as fruit and vegetable production. As Welsh Government part funds the initiative, the Cabinet Secretary for Social Justice, Jane Hutt, spoke at the event.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Financial review

DW again received an award of £150,000 in relation to the Equality and Inclusion Grant 2024-2025. The Board continues to invest a portion of DW's free reserves in our programme of activities as the work is vital to achieving our aims and could not be covered within the Welsh Government award. The Board has continued to devote time to look at the scenarios and options available to DW to secure its future and enable work to continue to advance our aims, including a comprehensive strategic review.

- DW secured a grant of £30k from the Moondance Foundation which will support the provision of information to disabled people.
- DW was the grateful beneficiary of a legacy of over £25,000 from the late Mike Jones, a long-standing member of DW, who we paid tribute to at the 2024 AGM.
- Partner in two successful regional bids to the Welsh Government Single Advice Fund and to the CARE Lab project funded by NIHR and led by Cardiff University
- New Just Giving Page launched at AGM [Support Us - Disability Wales](#)

Expenditure

A review of expenditure has been carried out and will be updated on an ongoing basis, savings identified and actioned already include: reduced rental payments, use of available audit exemptions to reduce audit and accountancy fees, reversion to on-line meetings rather than face-to-face, unless specific funding can be secured to run events such as our annual conference, and reduced staffing costs as vacant roles have been consolidated.

The move to online engagement activities has continued to feature firmly which has continued to save costs associated with meetings and events in a physical space. DW continues to be a member of The Spark community, which provides cost effective office space and the opportunity to network and collaborate with university academics and professional services staff, Spark community members and tenants from the public, private and third sectors.

Working remotely cut costs such as printing, stationery and postage as well as travel and subsistence, however, increased costs for equipment such as laptops and office chairs. A working from home allowance is paid to staff.

Staffing

Two members of staff left during the year and one joined.

Fundraising and Income Generation

Diversification of funding sources has long been identified as key to a sustainable future for DW. The Board recognises the challenges of raising funds in a competitive environment, and the need to identify opportunities where the available funding aligns closely with our own aims. Relationships are being developed with a range of funders we have not engaged with previously and a funding strategy including new approaches to fundraising, donations, and other income is being developed. In addition, we are continuing to develop and build on our previous experience of partnership working and are pursuing several collaborative projects.

Reserves policy

Disability Wales needs reserves to:

- Meet contractual liabilities should the organisation ever need to undergo a significant structural re organisation. This includes redundancy pay, amount due to creditors and commitments under leases.
- Meet unexpected costs such as: staff cover, for example illness, maternity leave, parental leave and legal costs defending the charity's interest.
- Replace resources as they wear out or become obsolete.
- Provide working capital when funding is paid in arrears, which would place DW in a position to bid for funding.
- Fund specific projects and activities agreed by the Board and not met by other sources of income.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The Directors have reviewed the Charity's needs for reserves in line with the guidance issued by the Charity Commission. The amount needed to fulfil outstanding contracts or monies that can only be used for the intention stated by the funder have been set aside in a restricted reserve.

The calculation of the required amount of reserves is an integral part of DWs planning, budgeting and forecasting cycle. It takes into account:

- The risks assessments with each stream of income and expenditure being different from that budgeted.
- The planned activity level and future developments.
- The organisation's contractual commitments e.g., staffing, rent, etc.

The charity recorded an overall deficit for the year of £34,656 (2024: deficit £181,063) split between an unrestricted deficit of £47,716 (2024: deficit £96,285) and a restricted surplus of £13,060 (2024: deficit of £84,778). The restricted surplus relates to the timing difference between expenditure of funds and recognition of income.

At the year end the reserves totalled £356,389 (2024: £391,045) which consists of unrestricted reserves of £317,904 (2024: £365,620) and restricted reserves of £38,485 (2024: £25,425). The free reserves (not including designated funds) of the charity totalled £106,904 (2024: £154,620).

As the shortfall in Welsh Government funding continues, the Board have continued to invest surplus free reserves in continuing the vital work of DW in such key areas as participation in the Covid Inquiry and challenges to the increased burden on the cost of living, for example successfully influencing the decision not to remove the weekly cap on social care charging.

Given the challenging, competitive funding environment in which DW is currently operating, the directors have set aside in designated reserves a target level that includes 3-6 months of core and delivery costs plus a designation for reorganisation. The current free reserves are separate from this designation and the Board are prepared to invest any surplus over the target level in developing a more sustainable, independent funding base for the organisation.

Designated funds:

Bursary - £1,000 as a bursary to aid individual members to attend events in person.

Sustainable Base - £140,000 as a contingency to continue vital core work, including acting as a base from which to develop new funded projects, until new core funding can be secured.

Reorganisation - £70,000 towards the costs of potential future reorganisation.

Risk Management

The Directors carry out an annual review of the principal risks faced by the organisation, a risk register is maintained and procedures put in place where appropriate to mitigate the identified risks. Principal risks are considered at each Board meeting.

The principal risk facing DW is the reduction in funding and the reliance on funding from a single source, the Directors are continuing to invest in efforts to find and develop new sources of income while constantly monitoring costs.

Plans for future periods

Disability Wales will continue to work with members, key partners, funding partners and Welsh Government in delivering the aims and objectives of the organisation. During the summer DW undertook a change programme to redesign and redevelop the organisation to ensure that we are fit for purpose in the future, and from Autumn 2024 commenced a period of strategic review and development, to take place throughout the coming year, involving staff, directors, members and other stakeholders.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

DW will meet with relevant agencies/organisations to discuss funding strategies and business development.

- The organisation will continue developing and implementing a diverse funding strategy.
- Priorities will be agreed for how income is generated in the short, medium and long-term with targets set and resources allocated accordingly.
- The organisation will build on its success to date in generating income through project grants and contracts achieved by staff with relevant expertise.
- Continue to explore potential partners for project funding.
- Continue to explore ideas for a project to support capacity building among Disabled People's Organisations including the development of a formal network.
- Proceed with plans for discussions with members and meeting with other stakeholders to generate more ideas for potential partnerships.
- Set up further meetings with WG Divisions, and to undertake training in competitive tendering.

Structure, governance and management

The organisation is a charitable company limited by guarantee and as such is governed by a Memorandum and Articles of Association. The company was incorporated on 11 March 1986 and registered as a charity on 20 March 1986. Each member of the Board has agreed to guarantee the company's debts for the amount of £1 each.

The organisation is governed by a Board of Directors made up of both elected and appointed Directors.

The term of office for elected Directors is three years (subject to any requirement regarding annual rotation of Board members) and appointed Directors up to three years.

Trustees are appointed annually at the Annual General Meeting where the board of directors can appoint a trustee. Casual vacancies are filled by the Board and ratified at the next Annual General Meeting. New Directors are provided with information packs about the organisation and their responsibilities and induction training is arranged.

Directors are responsible for developing the organisations policy and work; managing the organisation including its money and people; and serving the best interests of the organisation at all times.

DW aligns remuneration to local government NJC Scales and uses this to set pay, within the parameters of available funding. As an additional benchmark it reviews salaries offered for similar roles and levels of responsibility in other third sector organisations to help assess appropriate remuneration.

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Reference and administrative details

Company number	1998621
Charity number	517391
Registered office	Disability Wales/ Anabledd Cymru Spark Maindy Road Cardiff CF24 4HQ
Auditors	Azets Audit Services Ty Derw Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB
Bankers	NatWest 19 Cardiff Road Caerphilly CF83 1WF
Solicitors	Hugh James Two Central Square Cardiff CF10 1FS
Trustees	Anne Champ Caroline Holloway James Kelvin Jones Trevor Palmer Zanet Papadamaki - resigned 11/12/2024 Angharad Price Deborah Shaffer Cunqiang Shi - resigned 11/12/2024 Tracey Blockwell Dr Aimee Grant Gemma Beer - appointed 11/12/2024 Joseph Powell - appointed 11/12/2024 Janet Thomas - appointed 11/12/2024
Company Secretary	Rhian Davies
Key management personnel	Rhian Davies - Chief Executive Miranda Evans - Business and Partnerships Manager Gillian Styles- Finance and Compliance Manager

DISABILITY WALES/ANABLEDD CYMRU

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees' report was approved by the Board of Trustees.

Signed by:

.....2C39A6E1B4D24FB.....
C E Holloway - Chair
Trustee 11/2/2025
Dated:

DISABILITY WALES/ANABLEDD CYMRU

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF DISABILITY WALES/ANABLEDD CYMRU

I report to the trustees on my examination of the financial statements of Disability Wales/Anabledd Cymru (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Andrew Howells
Azets Audit Services



Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
South Glamorgan
CF23 8AB
United Kingdom

Dated: 3 November 2025

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
<u>Income from:</u>							
Donations and legacies	3	227,416	62,574	289,990	150,945	-	150,945
Charitable activities	4	6,068	-	6,068	37,700	72,020	109,720
Investments	5	6,150	-	6,150	6,709	-	6,709
Total income		239,634	62,574	302,208	195,354	72,020	267,374
<u>Expenditure on:</u>							
Charitable activities	6	287,006	49,858	336,864	290,486	157,951	448,437
Net (outgoing)/incoming resources before transfers		(47,372)	12,716	(34,656)	(95,132)	(85,931)	(181,063)
Gross transfers between funds		(344)	344	-	(1,153)	1,153	-
Net (expenditure)/income for the year/							
Net movement in funds		(47,716)	13,060	(34,656)	(96,285)	(84,778)	(181,063)
Fund balances at 1 April 2024		365,620	25,425	391,045	461,905	110,203	572,108
Fund balances at 31 March 2025		317,904	38,485	356,389	365,620	25,425	391,045

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

DISABILITY WALES/ANABLEDD CYMRU

BALANCE SHEET
AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	10	1,769		28,685	
Cash at bank and in hand		371,154		383,097	
		<u>372,923</u>		<u>411,782</u>	
Creditors: amounts falling due within one year	11	(16,534)		(20,737)	
Net current assets			356,389		391,045
Income funds					
Restricted funds	12		38,485		25,425
<u>Unrestricted funds</u>					
Designated funds	13	211,000		211,000	
General unrestricted funds		<u>106,904</u>		<u>154,620</u>	
			317,904		365,620
			<u>356,389</u>		<u>391,045</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 11/2/2025

Signed by:
Caroline E Holloway
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CE Holloway - Chair of Trustees

Company Registration No. 1998621

DISABILITY WALES/ANABLEDD CYMRU

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash absorbed by operations	18		(18,093)		(232,171)
Investing activities					
Investment income received		6,150		6,709	
Net cash generated from investing activities			6,150		6,709
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(11,943)		(225,462)
Cash and cash equivalents at beginning of year			383,097		608,559
Cash and cash equivalents at end of year			371,154		383,097

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Disability Wales/Anabledd Cymru is a private company limited by guarantee incorporated in England and Wales. The registered office is Maindy Road, Cardiff, CF24 4HQ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The charity is heavily reliant on funding from Welsh Government, should this source of income cease it would have significant implications for the scale and operations of the charity. The trustees have prepared the financial statements on the going concern basis on the basis that grants from Welsh Government will continue to be forthcoming in the future. The charity's core grant from Welsh Government is secured until 31 March 2026.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are funds earmarked for particular purposes by the conditions of the grant awarding body, the donor's wish or the nature of the grant. Where restricted funds received remain partly unspent, they are carried forward to the following period.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Income from grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contract income is recognised in the period to which the service is provided with any amounts received in advance being deferred.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Training and development income is invoiced and included in the Statement of Financial Activities in the period in which the service is provided.

Interest income is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs.

Governance costs which are included in support costs include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the charity. The grants are recognised where the trustees have agreed to pay the grant and the recipient has a reasonable expectation that they will receive a grant, provided they comply with the terms of the agreement. Grants offered subject to terms and conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

The charity is not VAT registered and as such expenditure is recognised at its gross value.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

It is the charity's accounting policy to not capitalise items with an individual value of £2,000 or less.

1.7 Cash and cash equivalents

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2025 £	2025 £	2025 £	2024 £
Donations and subscriptions	47,416	-	47,416	945
Grants receivable	180,000	62,574	242,574	150,000
	<u>227,416</u>	<u>62,574</u>	<u>289,990</u>	<u>150,945</u>
Grants receivable for core activities				
Welsh Government	150,000	45,000	195,000	150,000
WCVA grant	-	4,221	4,221	-
Women's Equality Network Wales	-	13,353	13,353	-
Moondance	30,000	-	30,000	-
	<u>180,000</u>	<u>62,574</u>	<u>242,574</u>	<u>150,000</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

4 Charitable activities

	2025 £	2024 £
Development, training and other income	6,068	79,050
Grants	-	30,670
	<u>6,068</u>	<u>109,720</u>
Analysis by fund		
Unrestricted funds	6,068	37,700
Restricted funds	-	72,020
	<u>6,068</u>	<u>30,670</u>
Grants and other income		
Equal Power Equal Voice	-	30,670
Other	-	1,350
Access to Work Scheme	-	8,843
	<u>-</u>	<u>30,670</u>

5 Investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	<u>6,150</u>	<u>6,709</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

6 Charitable activities		Information/ publications		Development & training		Policy & consultation		Total 2025		Information/ publications		Development & training		Policy & consultation		Total 2024	
		2025	£	2025	£	2025	£	£	£	2024	£	2024	£	2024	£	2024	£
	Staff costs	89,638		89,638		89,638		268,914		108,082		108,082		108,082		324,246	
	Advertising	433		433		433		1,299		249		249		249		747	
	Communication and transcriptions	1,197		1,197		1,197		3,591		5,182		5,182		5,182		15,546	
	Office	246		246		-		492		945		945		945		2,835	
	Project expenses	2,439		2,439		2,685		7,563		2,721		2,721		2,721		8,163	
	Subscriptions	1,601		1,601		1,601		4,803		1,385		1,385		1,385		4,155	
	Sundry	-		-		-		-		223		223		224		670	
	Telephone	1,458		1,457		1,457		4,372		1,712		1,712		1,712		5,136	
	Travel and subsistence	512		512		512		1,536		6,394		6,394		6,394		19,182	
	Website and design rebrand	672		672		672		2,016		652		652		652		1,956	
		98,196		98,195		98,195		294,586		127,545		127,545		127,546		382,636	
	Share of support costs (see note 7)	6,920		6,920		6,919		20,759		10,316		10,317		10,317		30,950	
	Share of governance costs (see note 7)	7,173		7,173		7,173		21,519		11,617		11,617		11,617		34,851	
		112,289		112,288		112,287		336,864		149,478		149,479		149,480		448,437	

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Support costs

	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Bank charges	371	-	371	925	-	925
IT costs	5,564	-	5,564	6,819	-	6,819
Premises & Insurance	14,824	-	14,824	22,320	-	22,320
Other support costs	-	-	-	886	-	886
Independent examiners fees	-	4,980	4,980	-	4,740	4,740
Cost of trustees' meetings	-	-	-	-	2,224	2,224
AGM and professional fees	-	16,539	16,539	-	27,887	27,887
	<u>20,759</u>	<u>21,519</u>	<u>42,278</u>	<u>30,950</u>	<u>34,851</u>	<u>65,801</u>
Analysed between Charitable activities	<u>20,759</u>	<u>21,519</u>	<u>42,278</u>	<u>30,950</u>	<u>34,851</u>	<u>65,801</u>

Governance costs includes payments to the independent examiners of £4,980 (2024: £4,740).

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration from the charity during the current or prior year.

Included in the cost of trustees' meetings is an amount of £16 (2024: £1,495) paid to the individual trustees in reimbursement of expenses. All trustees can claim reimbursement of the cost of attending meetings and a total of 1 trustees (2024: 5) were paid expenses in the year, in relation to travel, subsistence and accommodation.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Service delivery	5	7
Administration	2	2
	<u>7</u>	<u>9</u>

Employment costs

	2025 £	2024 £
Wages and salaries	237,111	290,136
Social security costs	17,925	18,581
Other pension costs	13,878	15,529
	<u>268,914</u>	<u>324,246</u>

Key management personnel

The key management personnel as detailed in the trustees report received benefits (including gross salary, employers national insurance and employers pension contributions) totalling £163,200 (2024 - £164,379).

The number of employees whose annual remuneration was £60,000 or more were:

	2025 Number	2024 Number
£60,001 to £70,000	<u>1</u>	<u>1</u>

10 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	-	25,150
Prepayments and accrued income	1,769	3,535
	<u>1,769</u>	<u>28,685</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

11 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	5,435	6,786
Trade creditors	5,550	3,392
Other creditors	-	1,983
Accruals	5,549	8,576
	<u>16,534</u>	<u>20,737</u>

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

12 Restricted funds	Balance at 1 April 2023 £	Movement in funds		Balance at 1 April 2024 £	Movement in funds		Transfers £	Balance at 31 March 2025 £
		Incoming resources £	Resources expended £		Incoming resources £	Resources expended £		
In Control - Holding Account	3,217	-	-	3,217	-	-	-	3,217
WCVA Wales Volunteering Grant	1,972	-	-	1,972	-	-	-	1,972
NLCF - Equal Power Voice	286	30,670	(35,337)	(4,381)	13,353	(9,316)	344	-
New Curriculum for Wales - UNCRDP Resources	50,746	-	(50,746)	-	-	-	-	-
DPO Grants	1,263	-	-	1,263	-	-	-	1,263
Welsh Government EU Transition Fund	15,354	-	(15,239)	115	-	-	-	115
Endeavour Project	15,170	-	-	15,170	-	-	-	15,170
Voter Registration Grant	1,703	-	-	1,703	-	-	-	1,703
Other	-	1,350	(304)	1,046	4,221	(5,192)	-	75
WCVA Third Sector Resilience Fund	21,484	-	(16,164)	5,320	-	(35,350)	-	5,320
Access to Work Scheme	(992)	-	-	-	45,000	-	-	9,650
National Trust	-	40,000	(40,161)	-	-	-	-	-
	110,203	72,020	(157,951)	25,425	62,574	(49,858)	(344)	38,485

DISABILITY WALES/ANABLEDD CYMRU
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

12	Restricted funds	(Continued)
	<p>In Control – Holding Account - Wales Alliance – Citizen Directed Support re Personalisation Agenda in Wales.</p> <p>WCVA Wales Volunteering Grant - Equip project supporting work placements for disabled students.</p> <p>NLCF - Equal Power Voice programme to increase diversity of representation in public and political life in Wales.</p> <p>New Curriculum for Wales - UNCRDP Resources - project to create materials to promote the United Nations Convention on the Rights of Disabled People (UNCRDP).</p> <p>DPO Grants - funding used to provide Disabled People's Organisations with grants to help with the loneliness/isolation and/or advocacy that disabled people faced during covid.</p> <p>Welsh Government EU Transition Fund - Capacity enhancing Brexit support programme for disabled people's organisations (DPO's) and their stakeholders throughout Wales.</p> <p>Endeavour Project - Endeavour aims to inspire and support entrepreneurial ambition among disabled people in Wales.</p> <p>Voter Registration Grant - campaign to encourage disabled people to register to vote.</p> <p>Other - Catalyst Cymru: Broadening Horizons project funded by the National Lottery Heritage Fund Wales (NLHF Wales).</p> <p>WCVA Third Sector Resilience Fund - Grant award to enhance our potential for income generation by developing a strategy to scale up capacity to deliver training and consultancy services.</p> <p>Access to Work Scheme - Funding from DWP to provide access requirements for members of staff.</p> <p>National Trust - Funding for a report on accessibility.</p> <p>Transfers: transfers from restricted reserves to unrestricted reserves relate to projects that have ended and the charity has been given permission by the funder to release any remaining funds. Transfers from unrestricted reserves to restricted reserves relate to project overspends that have been agreed to be covered by unrestricted funds by the board of trustees.</p>	

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

13 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2023	Transfers	Balance at 1 April 2024	Movement in funds Incoming resources	Balance at 31 March 2025
	£	£	£	£	£
Bursary scheme	32	968	1,000	-	1,000
Campaigns	9,650	(9,650)	-	-	-
Legacies	156,949	(156,949)	-	-	-
Redundancy	58,499	(58,499)	-	-	-
Sustainable Base	-	140,000	140,000	-	140,000
Re-organisation	-	70,000	70,000	-	70,000
	<u>225,130</u>	<u>(14,130)</u>	<u>211,000</u>	<u>-</u>	<u>211,000</u>

Bursary scheme - is designated for full members or disabled individual members to access to attend DW events, expenditure is released each year when incurred in relation to this fund.

Campaigns - is designated for future campaign costs, expenditure will be incurred in future periods.

Legacies / Sustainable Base - a legacy was received by the charity in a previous financial year. This has been designated for future project use. This has now been designated as contingency funding as Disability Wales develops it's new funding and operational strategy.

Redundancy / Re-organisation - this is designated for future costs that may be incurred should Disability Wales re-organise. Expenditure is released when incurred in relation to this fund.

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

14	Analysis of net assets between funds	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Fund balances at 31 March 2025 are represented by:								
	Current assets/(liabilities)	106,904	211,000	38,485	356,389	154,620	211,000	25,425	391,045
		106,904	211,000	38,485	356,389	154,620	211,000	25,425	391,045

DISABILITY WALES/ANABLEDD CYMRU

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

15 Status of the company

The charity is a company limited by guarantee and not having share capital, exempt from the requirement to use the word "limited" and registered as a charity. The liability of the members is limited to £1 each.

16 Related party transactions

The charity was under the control of the trustees throughout the current and previous year.

The Chief Executive Rhian Davies is a trustee of Wales Council for Voluntary Action (WCVA). The charity received income from WCVA totalling £4,221 during the year (2024: £2,225). The charity were invoiced £nil (2024: £62) by WCVA during the year. There were no amounts outstanding at the current or prior year end.

Rhian Davies was also the Vice Chair of Women's Equality Network until December 2023. The charity received income from the organisation totalling £13,353 during the year (2024: £31,240). Amounts outstanding at the year end totalled £nil (2024: £nil).

Trevor Palmer is also a trustee Responsible Assistance. The charity received income from Responsible Assistance totalling £88 during the year (2024: £160). Amounts outstanding at the year end totalled £nil (2024: £nil).

17 Pension costs

The pension scheme is run by Royal London. The total cost to the charity for employers' contributions to the scheme during the year was £13,878 (2024: £15,529).

Contributions due at the year end are £nil (2024: £nil).

18 Cash generated from operations	2025 £	2024 £
Deficit for the year	(34,656)	(181,063)
Adjustments for:		
Investment income recognised in statement of financial activities	(6,150)	(6,709)
Movements in working capital:		
Decrease in debtors	26,916	5,835
(Decrease) in creditors	(4,203)	(10,234)
(Decrease) in deferred income	-	(40,000)
Cash absorbed by operations	(18,093)	(232,171)

19 Analysis of changes in net funds

The charity had no debt during the year.