

**Disability Rights UK**

(A Company Limited by Guarantee)

**Company No. 7314865**

**Charity No. 1138585**

**Report and financial statements**

**For the year ended**

**31 March 2019**



# Disability Rights UK

## Report and financial statements

For the year ended 31 March 2019

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# Disability Rights UK

## Reference and administrative information

For the year ended 31 March 2019

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<b>Trustees:</b>	Martin Stevens OBE	Chair
	Frances Hasler	Vice Chair
	Michael Bromwich	Treasurer
	Atif Choudhury	Appointed 28 February 2019
	Daniel Holt	
	Ian Loynes	
	Jacqueline Winstanley	
	Kush Kanodia	Resigned 13 December 2018
	Lucy Elizabeth Aliband	
	Madeline Close	Appointed 28 February 2019
	Martin Smith	
Rob Trent		
Roger Berry		
Sophie Maziere	Resigned 9 October 2018	

**Company Secretary:** Nick Spencer

**Chief Executive:** Kamran Mallick

**Company number:** 7314865

**Charity number:** 1138585

**Registered office:** Plexal  
14 East Bay Lane  
Here East, Queen Elizabeth Olympic Park  
Stratford  
London  
E20 3BS

**Auditors:** Goldwins Limited  
75 Maygrove Road  
West Hampstead  
London NW6 2EG  
[www.goldwins.co.uk](http://www.goldwins.co.uk)

**Bankers** Unity Trust Bank  
Nine Brindleyplace  
Birmingham  
B1 2HB

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2019.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

### **A message from Martin Stevens, Chair of Trustees**

2018-19 was a challenging year for Disabled Peoples Organisations (DPO). Year on year cuts to local authorities have multiple impacts on our organisations. During the year more DPOs closed and increasingly disabled people no longer have access to a local user led organisation. This is worrying as disabled people, particularly those not in work, are disproportionately affected by cuts and experiencing an erosion in their rights and levels of support.

DR UK also faces financial pressures and an increased need for our services. There is greater competition for trust funding and public sector contracts are trimmed to the bone, in addition there are few funding sources for policy and campaigning work, the core of what we do. The challenge is to be ambitious for disabled people and have realistic strategies that ensure we can continue to fight for their rights for years to come. We have responded to this challenge by

- Working with the Barrow Cadbury Foundation we secured funding that has enabled us to inform DPOs about the potential social investment opportunities and to influence investors to create products suitable for DPOs.
- Restructuring the organisation so that we use our resources more effectively and focussing on increasing our connection with DPOs, younger disabled people and measuring our impact.
- Improving our offer to businesses, continuing to provide disability equality training and consultancy support to the private sector.

We secured a new government contract, the EnAble Fund, supporting disabled people to stand for local elections in England 2019. Ensuring that disabled people reach positions of influence and power is a key priority and an investment in all our futures.

We celebrated the completion of our four year Get Yourself Active programme. This project was in partnership with local DPOs and resulted in a set of Social Worker guidelines in how to support disabled people to lead active lives. We have agreed a strategic partnership with Sport England to continue to improve disabled people's access to sport and other activities.

Thank you to our committed staff and volunteers for ensuring that we continue to deliver to our vision and mission throughout a difficult year. To our Ambassadors for championing the organisation, extending our reach and keeping us informed about their work. And finally, to my fellow trustees for their strategic support to the organisation.

### **Objectives and activities**

2018-19 was the third year of our three-year strategic plan entitled Equal Participation for All, which can be seen here: <http://www.disabilityrightsuk.org/about-us/our-strategic-plan>. The executive summary is below:

### **Vision**

Equal participation for all. We want a society where everyone can participate equally.

### **Mission**

We are disabled people leading change

- In 3 years, we will enable at least 50,000 diverse disabled people to have voice and influence, connecting with each other and with us. We support change agents and enable disabled people to exert power and influence.
- We will work in partnership with other Disabled People's Organisations (DPOs) to showcase approaches to social, economic and public participation and share learning, including through joint projects.
- We will work with many organisations in a position to act, in all sectors, to support them to put disabled people's priorities at the heart of their policies and practices
- We will campaign to strengthen and protect disabled people's rights.

DR UK is itself led by people with diverse experiences of disability and health conditions, from different communities. We work with allies committed to equal participation for all.

**Together we can be stronger.**

Subject to resources, we will do the following work:

- 1 Independent living: getting a life - we will:
  - create research led by disabled people
  - enable thousands of individuals to share experiences backed by specialist information and advice
  - showcase new independent living models, with other DPOs
  - run campaigns to reverse institutionalisation and coercion, to secure finance needed for independent living and to achieve improved accessibility.
  
- 2 Career opportunities – getting work, education and skills - we will:
  - enable thousands of people to share experiences backed by specialist information/advice
  - showcase approaches to youth employment, peer support for skills and career development, working with other DPOs and partners
  - run campaigns on youth employment, peer support for employment, and government enablers of education, skills and employment opportunities
  
- 3 Influencing public attitudes and behaviours: seeking a sea change in perceptions of disability and tackling hostility, bullying and hate crime - we will:
  - do research led by disabled people into what will influence attitudes and behaviours
  - develop a new narrative to replace 'scrounger' or 'superhero'
  - show how cultures can be changed in education and workplaces
  - support a network of safe hate crime reporting centres

Our Values:

- Strength in difference
- Sharing power
- Connecting
- Innovating

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

## **Achievements and performance**

Here we will report against the three priorities listed in our strategic plan.

### **1. Independent living: getting a life**

80% of adults living with impairments report restrictions in participating in leisure activities and disabled adults are three times more likely to say they have little or no choice in how they spend their free time. Through a range of projects and programmes we are working to showcase new independent living models and break down the barriers to participation.

### **Research**

We received £40,000 for a research project on young people's attitudes to disability through the Disability Research on Independent Living & Learning (DRILL).

We have completed the fieldwork for our research into young people's attitudes to disability, and the report is available now: <http://www.drilluk.org.uk/special-or-unique-a-new-report-from-disability-rights-uk-and-lkmco/>. We worked with the education think and action tank LKMco, who were incredibly supportive partners in this research.

We completed a review of the literature on inclusive and co-produced education for the European Association of Disability Service Providers.

We have collaborated with the University of Birmingham through Brett Smith (moving to University of Durham) to develop a number of evidence-based tools to support social care, health and sport sectors to play their part in promoting physical activity to disabled people. This includes [The Social Worker Guidelines](#), a [narrative case study](#) and the first co-produced [CMO physical activity guidelines](#) for disabled adults in England.

### **Wellbeing**

The Get Out Get Active (GOGA) is a programme led by the Activity Alliance which DR UK works on as a national partner to support co-production and develop learning around peer support models to increase physical activity. We are now working with Traverse to evaluate the peer support model in order to produce good practice guidance for DPOs wishing to broker peer support to increase physical activity. We are also applying learning from the evidence based narrative case study from our project Get Yourself Active (GYA) and applying it to demonstrate the power of peer support in partnership with Brett Smith (University of Durham) and Owen Lowery (creative writer).

We hope to continue this work and have submitted a proposal that would enable us to support the next phase of the programme. We are in discussion with the Activity Alliance about our partnership going forward with particular reference to co-production.

Get Yourself Active launched the evaluation of the first four years of the programme in March 2019 - [the report can be found here](#). You can also listen to a webinar run by DR UK and Traverse to discuss sections of the report [here](#). GYA achievements and outputs include:

- £1,054,894 was invested in DR UK and partners by Sport England over four years
- We invested in two DPOs (CCIL and LCiL) to deliver the local coordinator model
- A further four DPOs tested new approaches with the social care, health and sport sectors locally
- We worked with 12 local areas to deliver new approaches such as the Social Worker guidelines and co-production
- 891 personal budget holders and a further 2,200 disabled people became active as a result of the partnerships
- We engaged with almost 2,000 social care and health practitioners through the programme

Sport England have invested a further £604,000 in the partnership with DR UK leading in:

- Upskilling the social care and health workforce around physical activity and embedding new practice approaches to help tackle inactivity
- Working with the sport sector to embed co-production approaches and practices to improve provision for disabled people
- Building capacity of DPOs to support local disabled people to take part in physical activity through the local coordinator model and/or the above

## **Policy**

DR UK is part of the Health and Wellbeing Alliance (HWA) working with NHS England, Department of Health and Social Care and Public Health England. As part of this we coordinate the user-led Win Win Alliance (WWA) – disabled people leading change.

The WWA is a consortium which includes Disability Rights UK, Shaping Our Lives, CHANGE and the National Survivor and User Network (NSUN). Of significance this year we have completed resources that will assist NHS England in implementing its Workforce Disability Equality Strategy that was launched early in 2019. As a user-led group, we hope to see our impact in policy and practice leading to further improvements around choice, control and independent living. See <https://www.disabilityrightsuk.org/policy-campaigns/health-and-social-care-reforms>

We are continuing our work on the United Nations Convention on the Rights of Disabled People (UNCRPD) to persuade government to implement the many recommendations for improvement that the United Nations committee made in its report on the UK's progress. We are beginning to see some progress including the responsibility for cross-government working on disability equality being transferred to the Cabinet Office. The committee's report was highly critical of the Government's progress and made many recommendations for improvement. See [www.disabilityrightsuk.org/news/2017/august/un-committee-calls-uk-wide-strategy-disability](http://www.disabilityrightsuk.org/news/2017/august/un-committee-calls-uk-wide-strategy-disability)

This year we have been part of the voluntary sector group that has compiled the civil society report on the UK's implementation of the United Nations Convention Against Torture (UNCAT). For our part we have focused on the continued unacceptable detention of learning disabled people and people with mental health issues in long-stay institutions and the experience of disabled prisoners particularly Deaf prisoners.

See <https://www.disabilityrightsuk.org/news/2019/may/eighty-civil-society-groups-reveal-uk-failure-meet-anti-torture-obligations>

We continued to promote our manifesto on what the disability rights sector should be seeking from a post European Union UK.

See <https://www.disabilityrightsuk.org/news/2017/june/our-manifesto-disability-rights-post-eu-uk>

We have worked in partnership with other voluntary sector organisations in the Brexit Civil Society Alliance to lobby government and Parliament on ensuring that the rights of disabled people are not reduced when we leave the EU and that disabled EU citizens living in the UK are able to apply for settled status.

We provide the secretariat for the All Party Parliamentary Group on Disability (APPG-D) chaired by Dr. Lisa Cameron MP. The group's focus this year has been on promoting our 'Ahead of the Arc' report into including disabled people in the economy and employment. The group has also discussed other issues such as the Changing Places accessible toilets campaign and the need to increase the stock of accessible housing. See <https://www.disabilityrightsuk.org/policy-campaigns/all-party-parliamentary-disability-group-appdg>

The APPG-D have held meetings on:

- Changing Places Accessible Toilets campaign
- Drop-in session on International day of Disabled People to showcase third sector disability activity
- Social Care Green Paper (with other APPGs)
- Physical activity, sport and disabled people
- Roundtable on accessible housing

We are active in the Independent Living Strategy Group chaired by Baroness Jane Campbell. We published research into the charging for social care policies of local authorities and their impact on the living standards of disabled people.

We have contributed to a number of government consultations including submission to the Justice Committee inquiry in to the access to justice implications of HMCTS reforms, Work and Pensions Committee inquiry on natural migration to Universal Credit.

- ) [Disability Rights UK submission to the Justice Committee inquiry into the access to justice implications of HMCTS of reforms](#) - 11 March 2019
- ) [Disability Rights UK submission to Work and Pensions Committee Inquiry on natural migration to Universal Credit](#) - 13 February 2019
- ) [DR UK response to the Welfare Safety Net Inquiry](#) - 14 December 2018
- ) [Disability Rights UK response to SSAC consultation on Government proposal to move claimants on 'legacy' benefits to Universal Credit](#) - 17 August 2018

) [Briefings for debate on challenges facing disabled people in UK](#) - 28 June 2018

We continue to represent the rights of disabled people through the following forums:

- Disability Benefits Consortium
- Tribunals Service Equalities and Engagement Forum (discussing tribunal reform)
- DWP Operational Stakeholders Engagement Forum
- DWP Personal Independence Payment Stakeholders Forum
- DWP Work and Health Employment Forum
- Administrative Justice Council
- Future of Social Security Forum

### **Information**

We completed implementation of the '[Right to Participate](#)' website, aimed at improving the ability of disabled people to assert their rights, using the Equality Act as the driver. The resource is split into three sections – 'Take Action'; 'Resources'; and 'Stories'. We're particularly pleased at the number of stories shared – now numbering more than eighty – as this far exceeds the target of thirty agreed with the funder, the Legal Education Foundation, at the outset.

Our Disability Rights Handbook sold over 12,000 copies. Used by advisors and individual claimants alike, this invaluable resource continues to provide concise guidance at a time when it has never been more challenging for those living with disabilities or long term health conditions.

Two of our helplines now receive funding via the Esmee Fairbairn Foundation – the Personal Budgets Helpline and the Members' Helpline. Following from last years funding from John Ellerman Foundation which allowed us to develop a theory of change for our personal budget helpline, we continue to measure impact of the helpline. The key findings in the year are:

### **Personal Budgets**

85% of personal budgets / independent living factsheet users stated the factsheets were useful for the purpose required.

- After contacting the helpline, my awareness of personal budget options increased – 70% agreed or strongly agreed
- After contacting the helpline, my knowledge about how to use personal budget options increased – 62% agreed or strongly agreed
- After contacting the helpline, I felt more confident managing my personal budget – 60% agreed or strongly agreed

*Quotes:*

*"You have helped me so now I can help my son get what he would like thank you"*  
*"Always grateful for excellent advice and confidence building support."*

## Members Helpline

- 88% of welfare rights factsheet users stated the welfare rights factsheets were useful for their purpose (Note: 100% for factsheets related to appeals and mandatory reconsiderations)
- Support given to understand the nuances of complex cases – 85% stated this was good or above

### Quotes:

*“On complex cases your expertise has been invaluable”*

*“Highly up to date info on case law”*

*“It makes a huge difference to my ability to do my job and the value to clients is immeasurable”*

## Student Helpline

Our Student Helpline continued to receive record numbers of enquiries and we continued to update our online resources on education with 88% of users finding these useful for their purposes. See <https://www.disabilityrightsuk.org/how-we-can-help/benefits-information/factsheets/education-factsheets>

There were 1,603 enquiries in the year. The average for the period was 31% phone and 69% email. That would mean 497 phone calls and 1,106 emails.

- 88% of student factsheet users stated the factsheet was useful for their purpose.
- 27% of survey respondents stated our helpline enabled them to become better off financially
- 33% stated that following contacting the helpline, they were able to stand up for their rights as a disabled student

### Quotes:

*“While it doesn't seem a straight forward topic due to lots of variables, the information I was provided with was to the point and helpful, and is a starting point for further investigation when I have narrowed down my options.”*

*“As an OT working in the community I was aware of the general resources but not this specific fact sheet. The information provided is fantastic-so detailed and clear and the language used is truly person centred within a social model of disability and encourages equality and inclusivity in all areas-as it should be! I am inspired by this information and grateful that I have found this source. I would like this to be available to all health professionals as well as university staff.”*

## **2. Career opportunities – getting work, education and skills**

There is a 30% gap in employment between disabled and non-disabled people, if that gap were halved, a million more disabled people would be in work. Through our policy and campaigning work this year we have sought to further this debate and influence decision makers regarding the employment of disabled people.

### **Key Achievements**

#### **All Party Parliamentary Group (APPG)**

We were delighted when Department for International Development's (DfID) new strategy published on 3<sup>rd</sup> December last year contained a commitment to ending support for orphanages. As highlighted in an APPG meeting earlier in 2018 with Hope and Homes for Children, disabled children make up a substantial proportion of children in such institutions. They deserve to be brought up in loving families and the community.

Following last year's APPG AGM which focused on the representation of disabled people in the media, the BBC announced its intention to increase the proportion of disabled people in its workforce to 12%.

Disabled people and employment has been discussed at many APPG meetings over the years. This year we were particularly pleased to support the announcement from DWP on 28<sup>th</sup> November on guidelines for employers to encourage disclosure of disability in the workplace and guidance on recruiting and managing disabled staff.

The APPG with Warwick Business School is continuing to promote the recommendations of the Ahead of the Arc report on measures that should be taken to halve the disability employment gap including meetings with government departments and ministers, holding seminars and taking part in relevant events.

<https://www.disabilityrightsuk.org/policy-campaigns/all-party-parliamentary-disability-group-appdg>

#### **Speakers Parliamentary Placement Scheme**

Three disabled people were recruited to the scheme. 2 are successfully continuing their work with their respective MPs. It is pleasing to note that three places for disabled people will be allocated on a continuing basis.

#### **Disability Skills Unit (DSU)**

The unit is dedicated to supporting disabled people to pursue their goals, ambitions and aspirations for work, education and skills development. This year the DSU focused on providing training events for careers and enterprise advisers, education professionals, job coaches, representatives from local governments and DWP and people working with disabled people in a careers, enterprise and employability context. Some of this training was in partnership with Ansbury Guidance, a Bournemouth based organisation specialising in providing careers advice for disabled young people.

The project delivered training in London, Leeds, Taunton, Birmingham, Bournemouth, Plymouth and Manchester. A total of 121 people attended the training.

We worked with NHS and presented on Disability as an asset for NHS HR staff, Equality and Diversity leads, NHS disabled employees, disabled people thinking of a career in the NHS and organisations that support disabled people into employment.

We presented at Westminster Forum 'Next Steps for Widening Participation in Higher Education - developing collaboration between schools and universities, supporting disadvantaged groups and key priorities.

The 'APPG on Apprenticeships' held a panel looking at Diversity, Disability and Apprenticeships, we were a member of the this panel. The panel considered:

- What more needs to be done to support disabled people into apprenticeship'
- Ways in which government and industry can improve diversity within the apprenticeships system
- Ensure that people from across every spectrum can benefit from the social mobility that apprenticeships offer
- How effective the apprenticeship model has been in supporting apprentices with learning difficulties and disabilities

Our yearly conference 'Into post-16 learning and work' was attended by 50 people including representatives from the education sector, local government, training providers, careers and enterprise advisers, as well as parents/family carers.

The DSU held two webinars. One on Top Tips for Careers Advisers Working in Education and one on Neurodiversity: Top Tips for Maximising Skills in Employment.

As a member of the quarterly DfE Apprenticeship Equality and Diversity group DSU is able to examine ways of making apprenticeships accessible for BAME, disabled people and other minority groups and share best practice to promote apprenticeships to this cohort.

In October we ran a workshop hosted by the Financial Time for employers and providers on how best to encourage apprentices (and those on traineeships) to declare/be open about their impairment. Representatives from 15 organisations attended

DSU now has a dedicated resource page for careers and enterprise advisers. [www.disabilityrightsuk.org/policy-campaigns/education-skills-and-employment/disability-and-skills-unit/resources](http://www.disabilityrightsuk.org/policy-campaigns/education-skills-and-employment/disability-and-skills-unit/resources)

#### Quotes

*"Ensuring disabled students continue and access education in the full knowledge they are receiving their entitlement. you have been able to respond quickly to information and I have been able to confidently pass your details to other young people."*

*"I can now start asking the right questions and identify and approach my university student services/Disability section more informed and able to ask more pertinent questions."*

**The Leadership Academy Programme (LAP):**

Our Leadership Academy programme continued into its fifth year with a new trainer Mr Graham Sleep. Graham has lived experience of disability and brings with him a wealth of commercial and personal experience and expertise. See <https://www.disabilityrightsuk.org/how-we-can-help/leadership>

Our in-house Leadership Academy Programme recruited 16 delegates, meaning that we reached the break-even position for recruitment for the 2018-19. Transport for London (TfL) supported the programme through the use of their training rooms and catering. We are grateful to TfL for their support.

We revisited our partnership with The Government Communications Headquarters (GCHQ) this year. We designed and delivered a 'bootcamp residential model'. This was a great team building model, with only one separate day for their Graduation. With us all on site and sharing both personal and professional experiences, a lot was learnt, and we impacted each other's journey in a significant way. This consultancy model creates new opportunities for businesses and builds on our established in house offer.

We used this experience to deliver a number of bespoke LAP programs in the year:

**The Ministry of Justice:** Delivered in partnership with an advertising company who offered the use of their training rooms and catering for half of the course delivery. The cohort attended 4 days of the programme and were each connected to internal mentors who supported the delegates through their leadership journey.

During the Graduation the delegates fed back on their shared experiences and on how the MOJ could improve and expand on their existing disabled employee opportunities.

**NHS Trust Southampton:** Delivered on site, this programme was tailored to meet the needs of the employer. The mentoring training and supervision were delivered alongside programme days. To support the programme mentors from our internal LAP were brought in to provide context and support.

*Quotes*

***Ben, LAP Delegate 2018-19***

*"I was of course nervous before starting the course and meeting my fellow colleagues, but I could not have met a nicer group of people. That includes the trainers and Katrina, who were kind, friendly and always on hand when required. The course alongside the mentorship program, has solidified my leadership aspirations and provided a sound knowledge base to expand on. More importantly, it has provided me with confidence and self-belief to make quicker and better progress in my career. Overall, I feel like the LAP has led to me developing into more of well-rounded person, employee and future leader. "*

**Jennifer, LAP Delegate 2018-19**

*"I was very pleased to be offered a corporate sponsorship place on the Disability Rights UK course.*

*Almost 7 years ago I became unwell and overnight my life changed. I had an extensive time off sick from work and only started working again just over 2 years ago.*

*I have gradually built up what I am able to do. The opportunity to do the course was perfect. As part of the course you are paired up with a mentor. My mentor works for the Foreign Office. But we share the same challenges, and he has helped me to think differently about my work and disability. Just hearing how he manages is good for me. I had never considered applying for a full-time job, but he suggested I think about doing a job share.*

*During the course I have secured a new role with Remploy as an Insight and Engagement Partner. I'm sure that I have gained confidence and experience by attending the modules - not just from the tutor and Katrina, but from the other participants. It's good that participants come from the statutory, voluntary and private sector.*

*Through the course we have worked on a group project dealing with the awareness of hidden disabilities in the workplace. Interestingly, I never considered dyslexia as a hidden disability. But for me it was a real light bulb moment, because as a child and an adult at college I was always seen as the one who was 'thick' and wasn't going to achieve much. Had I been given the right support and help, things could have been so very different. I was finally diagnosed as dyslexic as a young adult. LAP has really changed my focus and impacted my journey."*

**Bridge to Work – Innovation in routes to employment**

We have been working with the Learning and Work Institute on an evaluation of the Bridge to Work Programme, a series of programmes funded by City Bridge Trust to support young disabled people in London into employment. Our evaluation is of the different methods of support to help determine those that have the greatest impact.

### **3. Influencing public attitudes and behaviours: seeking a sea change in perceptions of disability and tackling hostility, bullying and hate crime**

We are increasingly becoming the first choice pan-disability organisation for the media. For some examples of our press coverage see <https://www.disabilityrightsuk.org/about-us/press-office>

#### **EnAble Fund**

An Invitation to Tender (ITT) for the EnAble Fund was initially scheduled by the Local Government Association for August 2018. DR UK, along with other relevant organisations, did not bid and instead raised numerous concerns to the government who fund EnAble.

Our misgivings included insufficient timescales, funds and scope, to be able to appropriately and successfully manage the Fund. The ITT was subsequently delayed - and with increased funds and a longer ITT period - DR UK was successfully awarded the contract in November 2018.

Following a two-week planning and implementation phase, the Fund was launched on 3<sup>rd</sup> December 2018 – the International Day of Disabled Persons, with the Local Government elections 2019 as its initial focus. The first enquiries were received on the launch date.

Using Inclusion Scotland's model, an independent panel of disabled people were recruited and inducted in January – and subsequently added to in March - to assess applications, before they are passed to the Local Government Association for a final sign-off.

By 31st March 2019, we had received over 60 enquiries about the Fund and conducted 31 interviews with applicants – the first of which was early in the new year.

We are aware that the Fund is still not ideal in its scope, and that it should cover all local and national (England) elections. This view was backed up by a number of enquiries about the scope of the fund since it was launched. We continue to raise this with government. The government view is that the Fund is an interim, pilot scheme, and they are working towards political parties taking over responsibility.

Our commitment to careers and independent living continues to be reflected in the consultancy and training we provide to private and public organisations. We work directly with employers and service providers to create positive change for disabled people by creating programmes that influence organisational culture, policy and procedures as well as providing expert advice on best practice. We have provided support across many sectors, generating unrestricted income for the charity – but also extending our influence and providing a counterpoint to campaigning initiatives.

### **Disability Confidence**

Disability Confidence training has remained our primary product. We have worked with a number of businesses in this area, training their management, HR teams and customer facing staff. These businesses have included:

- ) Lord's Taverners
- ) The Fawcett Society
- ) National Grid
- ) UK Government Investments UKGI
- ) A One Integrated Highway Services
- ) Sheffield College
- ) The Quakers
- ) Policy Connect
- ) Bristol Myers Squibb
- ) Lloyds Pharmacy
- ) Health Research Authority

We have also expanded the other ways that we work with businesses, particularly in the realm of access audits. In the year we launched our access audits offer and carried these out for Adidas, Society of Authors and the Financial Times.

We continued to deliver ad hoc consultancy (to Penguin Random House, DK publishing and Scope, amongst others) and have utilised our in-house expertise for external speaking opportunities.

Inspired by the membership review we undertook last year, we developed our corporate partnership offer. We are currently testing this in our correspondence with businesses and will be able to report next year on its success.

### **Plans for the future**

2019-20 will be the first year of our refreshed 3-year Strategic Plan. Due to several factors, the board agreed to delay the launch of the strategy to November 2019. The existing plan was extended to cover the year 2019.

### **Review of your vision and mission, strategic priority and new business plan**

Started in 2018/19 we are working on refreshing the organisation strategic plan along with refreshing the vision and mission. The existing strategic plan ends in 2019. We will be launching the new plan at our AGM in 2019.

### **Good governance**

We started work on implementing the Charity Commission Good governance guide for large charities. Covering 7 areas:

- 1) Organisational Purpose  
The board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably.
- 2) Leadership  
Every charity is led by an effective board that provides strategic leadership in line with the charity's aims and values.
- 3) Integrity  
The board acts with integrity, adopting values and creating a culture which helps achieve the organisation's charitable purpose. The board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly.
- 4) Decision-making, risk and control  
The board makes sure that its decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored.
- 5) Board effectiveness  
The board works as an effective team, using appropriate balance of skills, experiences, backgrounds and knowledge to make informed decisions.
- 6) Diversity  
The board's approach to diversity supports its effectiveness, leadership and decision-making.
- 7) Openness and accountability  
The board leads the organisation in being transparent and accountable. The charity is open in its work, unless there is a good reason for it not to be.

### **Diversity of the organisation**

Promoting and supporting diversity in the workplace is an important aspect of good people management. Legal compliance is the minimum which we must do, but an effective diversity and inclusion strategy goes beyond the legal compliance and looks to add value to our organisation.

We continue to improve how we embrace the diversity of thought, ideas and ways of working that people from different backgrounds, experiences and identities bring to our organisation. This helps us improve our decision making, boost engagement and innovation and tackle under-utilisation of skills by enabling people to reach their full potential. By doing this we will be better at listening and responding to the experiences of disabled peoples' lives.

Our allies, partners, members, ambassadors and more are part of our diversity and we will ensure a whole organisational approach.

Diversity training for the board and staff will be delivered in the year and a policy adopted that will help us measure our performance on this important area.

### **Focus on the next generation**

To remain relevant and ensure that the next generation of disabled people engage with our organisation we will be working to find ways of engagement. Through specific projects which we will apply for funding through to engagement with other organisations and DPOs that work with young people.

### **Innovation in connecting with DPOs and disabled people**

We are a membership organisation and we are working to better connect with our DPO members. To find ways that we can support them and for their local knowledge to support our policy and lobbying work.

### **Financial review**

The charity had a positive movement in funds of £19,922 (2018 £55,080). This has improved the balance sheet which now shows net assets of £45,002 (£25,080).

Within this movement in funds was an extremely generous legacy of £141k, which offset an operational deficit to produce the surplus. The main reason for the deficit was the training area which was down on previous years because of a change in staffing, which led to a break in continuity.

The financial focus is on the operational position which excludes legacies, which are of course uncertain. To this end a re-structuring took place which has taken out approximately £130k from the cost base. This was completed in April 2019 and involved the loss of 2 positions, with a further two not being replaced following staff departures and internal transfers. The number of staff is now 20, with a FTE (full time equivalent) of 17.3. The budget for the year 2019/20 is to make operational break even.

Another £80,000 of the CVA was paid during the year. As at 31 March 2019 a further £213,333 remains to be paid with the final payment in November 2021.

The activities of the charity are described elsewhere in the report. The Finance team supports these activities by providing financial analysis, reporting to funders and giving administration support.

The charity does not hold material financial investments.

The pension liability of the charity is now restricted to the CVA liability shown in the accounts. The active pension arrangements for staff are all now defined contribution and the charity has complied with its obligations under auto enrolment. This has included the 3 year anniversary re-enrolment which was completed in May 2019.

### **Reserve policy**

The policy is given here and is the same as previous years.

Firstly, there is a short run policy of building up reserves at the beginning of the financial year to finance deficit expenditure at the end of the year and secondly a long run policy to build up reserves to the equivalent of three month's expenditure. The figure for three months running costs is approximately £320,000, excluding direct project expenditure. The reserves policy should be viewed in conjunction with the fact that while the Charity continues to make payments to the Pension Protection Fund of £80,000 a year, this affects our ability to build up such reserves.

**Going concern**

The charity manages its cash position very carefully and a conservative budget and cash flow for 2019/20 have been prepared.

The trustees have considered the underlying assumptions and the level of confirmed funding agreed at the date of approval of these accounts. The trustees have considered whether there are any material uncertainties that may cast doubt on the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are approved. The trustees are satisfied there are no such material uncertainties.

**Principal risks and uncertainties**

The principal risks faced by the charity are the non-renewal of government grants, the failure to secure new grant and trust funding and a reduction in unrestricted income through donations or training and consultancy.

The trustees are fully aware of this and there is a constant drive to find new sources of income. At the same time costs are monitored as closely as possible.

**With thanks to our Funders**

We would like to thank our funders and supporters for their funding and kind donations through the year and for their continuing support in 2018 including:

Barrow Cadbury Trust  
Big Lottery  
British Friendly  
Care Quality Commission  
The City Bridge Trust  
Clothworkers' Foundation  
Comic Relief  
Department for Education  
Department of Health  
Economic and Social Research Council (ESRC) in partnership with the University of Bristol  
Edinburgh Trust  
Elizabeth and Prince Zaiger Trust  
Esmée Fairbairn Foundation  
Government Equalities Office  
Harris and Sheldon Group Ltd  
The Ian Askew Charitable Trust  
John Ellerman Foundation  
Legal Education Foundation  
Lloyds Bank plc  
Nicholls and Clarke  
Seasalt  
Snowdon Trust  
Spirit of 2012 Fund  
Sport England  
The Sir Jules Thorn Charitable Trust  
Wey Education

Some special thanks to those who took the time to fundraise for us during the year, including:

Elizabeth Hoogland  
Katie West  
Luke Stevens  
Matt Ryan  
Michael Bacon  
Students of Cambourne Village College

And finally thank you to our members. All our funders, supporters and members enable us to deliver our priorities and strengthen our voice.

### **Structure, governance and management**

The charitable company was established under a memorandum of association and is governed under its articles of association which are available on the website.

As per the Articles of Association, the board must consist of a minimum of six trustees and a maximum of 16 of whom 75% must be disabled people. Currently the board comprises 12 Trustees of whom more than 75% are disabled people.

No fewer than three quarters of the board shall be elected by the membership and no more than one quarter appointed by the board. Of the current 12 trustees, 10 were elected and two appointed. The board manages the business of the charity and exercises all the powers of Disability Rights UK. It seeks to ensure the charity is compliant with charity and company law and works with its charitable objectives.

We have two sub committees accountable to the main board, each with agreed terms of reference. They are Financial Performance Committee and People Committee. A member of the management team is responsible for each committee. These committees can have co-opted members who are not trustees, at the discretion of the main board. These individuals are subject to the same declaration of interest policy as trustees.

The trustees delegate the day-to-day running of the organisation to the Chief Executive, supported by the Leadership Team, who are the Financial Controller, Head of Policy and Research, Head of Advice and Operations and Head of Development.

The organisation is a private company limited by guarantee, incorporated on 14 July 2010 and registered as a charity on 26 October 2010.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

### **Appointment of trustees**

New trustees are appointed through a fair and open process ensuring, as far as possible, diverse representation from a cross section of society, including different experiences of disability and skills. Trustees are elected on a three-year cycle.

### **Trustee induction and training**

New trustees spend a day meeting key management personnel and other members of staff to learn about the projects and programmes delivered by the charity.

### **Remuneration policy for key management personnel**

Remuneration for all staff, including key management personnel, is considered in the December/January period before year-end when the budget for the next year is set. There is union consultation via a member of staff under a voluntary trade union agreement between the charity and the union.

Final decisions on remuneration are made by the People Committee and Financial Performance Committee and then ratified by the main board. This policy applies to all staff, including key management personnel.

### **Statement of responsibilities of the trustees**

The trustees (who are also directors of Disability Rights UK for the purposes of company law) are responsible for preparing the trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- ) Select suitable accounting policies and then apply them consistently
- ) Observe the methods and principles in the Charities SORP
- ) Make judgements and estimates that are reasonable and prudent
- ) State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- ) Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- ) There is no relevant audit information of which the charitable company's auditors are unaware
- ) The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Statement as to disclosure to our auditors**

In so far as the trustees are aware:

- ) There is no relevant audit information of which the charitable company's auditors are unaware; and
- ) The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**Auditors**

Goldwins were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 26<sup>th</sup> September 2019 and signed on their behalf by;

.....  
Michael Bromwich  
**Treasurer**

## Independent auditors' report To the members of Disability Rights UK For the year ended 31 March 2019

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### Opinion

We have audited the financial statements of Disability Rights UK (the 'Charity') for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including [Financial Reporting Standard 102](#): The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- ) give a true and fair view of the state of the Charity's affairs as at 31 March 2019 and of its income and expenditure for the year then ended;
- ) have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ) have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- ) the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- ) the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material

## **Independent auditors' report**

### **To the members of Disability Rights UK**

### **For the year ended 31 March 2019**

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misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- ) the information given in the trustees report (incorporating the directors report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ) the trustees report (incorporating the directors report) have been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- ) adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- ) the financial statements are not in agreement with the accounting records and returns;
- ) certain disclosures of trustees remuneration specified by law are not made; or
- ) we have not obtained all the information and explanations necessary for the purposes of our audit.

#### **Responsibilities of the trustees**

As explained more fully in the trustees responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

#### **Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

**Independent auditors' report**  
**To the members of Disability Rights UK**  
**For the year ended 31 March 2019**

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A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [[www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities)]. This description forms part of our auditor's report.

This report is made solely to the Charity's members, as a body, in accordance with [Chapter 3 of Part 16](#) of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Anthony Epton (Senior Statutory Auditor)**  
**for and on behalf of**  
**Goldwins Limited**  
**Statutory Auditor**  
**Chartered Accountants**  
**75 Maygrove Road**  
**West Hampstead**  
**London NW6 2EG**

## Disability Rights UK

### Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2019

	Note	Unrestricted £	Restricted £	2019 Total £	2018 Total £
<b>Income from:</b>					
Donations and legacies	3	216,984	-	<b>216,984</b>	209,005
Charitable activities:					
Member Services	4	38,499	-	<b>38,499</b>	39,586
Promoting social inclusion	4	199,792	681,826	<b>881,618</b>	953,627
Advice and publications	4	283,011	-	<b>283,011</b>	345,954
Training and sponsorship	4	<u>50,070</u>	<u>-</u>	<u><b>50,070</b></u>	<u>175,541</u>
<b>Total income</b>		<u>788,356</u>	<u>681,826</u>	<u><b>1,470,182</b></u>	<u>1,723,713</u>
<b>Expenditure on:</b>					
Raising funds	7	60,575	-	<b>60,575</b>	67,487
Charitable activities:					
Member Services	7	87,378	-	<b>87,378</b>	94,236
Promoting social inclusion	7	209,234	678,683	<b>887,917</b>	1,023,136
Advice and publications	7	273,912	-	<b>273,912</b>	296,413
Training and sponsorship	7	<u>140,478</u>	<u>-</u>	<u><b>140,478</b></u>	<u>187,361</u>
<b>Total expenditure</b>		<u>771,577</u>	<u>678,683</u>	<u><b>1,450,260</b></u>	<u>1,668,633</u>
<b>Net movement in funds</b>		16,779	3,143	<b>19,922</b>	55,080
<b>Reconciliation of funds:</b>					
Total funds brought forward		<u>19,290</u>	<u>5,790</u>	<u><b>25,080</b></u>	<u>(30,000)</u>
<b>Total funds carried forward</b>		<u><u>36,069</u></u>	<u><u>8,933</u></u>	<u><u><b>45,002</b></u></u>	<u><u>25,080</u></u>

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

**Disability Rights UK**  
**Balance sheet**  
**As at 31 March 2019**

	Note	£	2019 £	£	2018 £
<b>Fixed assets:</b>					
Tangible assets	9		<b>11,542</b>		17,520
Investments	10		<b>6,057</b>		6,057
			<b>17,599</b>		23,577
<b>Current assets:</b>					
Debtors	11	<b>272,742</b>		245,223	
Cash at bank and in hand		<b>297,821</b>		294,990	
		<b>570,563</b>		540,213	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	13	<b>(409,827)</b>		(325,377)	
<b>Net current assets</b>			<b>160,736</b>		214,836
<b>Total assets less current liabilities</b>			<b>178,335</b>		238,413
Creditors: amounts falling due after one year	13		<b>(133,333)</b>		(213,333)
<b>Total net assets / (liabilities)</b>			<b>45,002</b>		25,080
<b>Funds</b>					
Restricted funds			<b>8,933</b>		5,790
Unrestricted funds:					
General funds			<b>36,069</b>		19,290
<b>Total charity funds</b>	16		<b>45,002</b>		25,080

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies Act 2006.

Approved by the trustees on .....  
and signed on their behalf by:

\_\_\_\_\_  
**Michael Bromwich**  
Treasurer

\_\_\_\_\_  
**Martin Stevens**  
Chair of Trustees

**Company registration no. 7314865**

The attached notes form part of the financial statements.

**Disability Rights UK**  
**Statement of cash flows**  
**For the year ended 31 March 2019**

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	<b>2019</b>	2018
	£	£
<b>Net income for the reporting period (as per the statement of financial activities)</b>	<b>19,922</b>	55,080
Depreciation	<b>6,356</b>	4,747
Disposal of fixed assets	<b>561</b>	3,000
(Increase) in debtors	<b>(27,519)</b>	(45,106)
Increase / (decrease) in creditors	<b>4,450</b>	(46,106)
<b>Net cash provided by / (used in) operating activities</b>	<b>3,770</b>	(28,385)
	<b>2019</b>	2018
	£	£
<b>Change in cash and cash equivalents in the year</b>	<b>3,770</b>	(28,385)
Purchase of fixed assets	<b>(939)</b>	(19,016)
Cash and cash equivalents at the beginning of the year	<b>294,990</b>	342,391
<b>Cash and cash equivalents at the end of the year</b>	<b>297,821</b>	294,990

**Disability Rights UK**  
**Notes to the financial statements**  
**For the year ended 31 March 2019**

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**1 Accounting policies**

**a) Basis of preparation**

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

**b) Going concern**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**c) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' 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. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

**d) Donations of gifts, services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**e) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

**f) Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

**Disability Rights UK**  
**Notes to the financial statements**  
**For the year ended 31 March 2019**

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**1 Accounting policies (continued)**

**g) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Wholly irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Partially irrecoverable VAT is charged in one figure to overheads.

**h) Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, IT, finance, HR, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 5.

**i) Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

**j) Tangible fixed assets**

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

~ Computer equipment	33%
~ Fixtures and fittings	33%

**k) Investments in subsidiaries**

Investments in subsidiaries and other unlisted investments are stated at fair value.

**l) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**m) Cash at bank and in hand**

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.

**n) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**o) Pensions**

The charity operates a defined contribution scheme to satisfy stakeholder pension requirements. The employer's contributions are charged to the Statement of Financial Activities as incurred.

**p) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**Disability Rights UK**  
**Notes to the financial statements**  
**For the year ended 31 March 2019**

**2 Detailed comparatives for the statement of financial activities**

	2018 Unrestricted £	2018 Restricted £	2018 Total £
<b>Income from:</b>			
Donations and legacies	209,005	-	<b>209,005</b>
Charitable activities:			
Member Services	39,586	-	<b>39,586</b>
Promoting social inclusion	196,198	757,429	<b>953,627</b>
Advice and publications	345,954	-	<b>345,954</b>
Other trading activities	175,541	-	<b>175,541</b>
<b>Total income</b>	<u>966,284</u>	<u>757,429</u>	<u><b>1,723,713</b></u>
<b>Expenditure on:</b>			
Raising funds	67,487	-	<b>67,487</b>
Charitable activities:			
Member Services	94,236	-	<b>94,236</b>
Promoting social inclusion	255,262	767,874	<b>1,023,136</b>
Advice and publications	296,413	-	<b>296,413</b>
Other	187,361	-	<b>187,361</b>
<b>Total expenditure</b>	<u>900,759</u>	<u>767,874</u>	<u><b>1,668,633</b></u>
<b>Net movement in funds</b>	65,525	(10,445)	<b>55,080</b>
Total funds brought forward	(46,235)	16,235	<b>(30,000)</b>
<b>Total funds carried forward</b>	<u>19,290</u>	<u>5,790</u>	<u><b>25,080</b></u>

**3 Income from donations and legacies**

	Unrestricted £	Restricted £	2019 Total £	2018 Total £
Gifts	69,558	-	<b>69,558</b>	74,859
Legacies	147,426	-	<b>147,426</b>	134,146
	<u>216,984</u>	<u>-</u>	<u><b>216,984</b></u>	<u>209,005</u>

**Disability Rights UK**  
**Notes to the financial statements**  
**For the year ended 31 March 2019**

**4 Income from charitable activities**

	Unrestricted £	Restricted £	2019 Total £	2018 Total £
Organisational members	28,019	-	<b>28,019</b>	30,721
Individual members	10,480	-	<b>10,480</b>	8,865
<b>Total for member services</b>	<b>38,499</b>	<b>-</b>	<b>38,499</b>	<b>39,586</b>
Government grants	-	220,000	<b>220,000</b>	271,500
Trust and foundation grants	69,000	461,826	<b>530,826</b>	485,929
Contracts	79,135	-	<b>79,135</b>	132,867
Key sales	51,657	-	<b>51,657</b>	63,331
<b>Total for promoting social inclusion</b>	<b>199,792</b>	<b>681,826</b>	<b>881,618</b>	<b>953,627</b>
Publications	268,125	-	<b>268,125</b>	284,140
Advice services	3,486	-	<b>3,486</b>	36,414
Contracts	11,400	-	<b>11,400</b>	25,400
<b>Total for advice and publications</b>	<b>283,011</b>	<b>-</b>	<b>283,011</b>	<b>345,954</b>
Training (disability confidence, benefits)	41,693	-	<b>41,693</b>	159,393
Related advertising, grants and sponsorship	8,377	-	<b>8,377</b>	16,148
<b>Total for training and sponsorship</b>	<b>50,070</b>	<b>-</b>	<b>50,070</b>	<b>175,541</b>
<b>Total income from charitable activities</b>	<b>571,372</b>	<b>681,826</b>	<b>1,253,198</b>	<b>1,514,708</b>

Government Grants were received from the Department of Health and the Department of Education. These are described in more detail in note 16.

**Disability Rights UK**  
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**5 Analysis of expenditure**

		Charitable activities							
	Basis of allocation	Cost of raising funds £	Member services £	Promoting social inclusion £	Advice and publications £	Training & sponsorship £	Support costs £	<b>2019 Total</b> £	2018 Total £
Staff costs	Direct	35,512	35,966	238,816	108,852	65,909	375,428	<b>860,483</b>	904,367
Direct project costs	Direct	5,168	4,405	308,705	80,956	20,708	-	<b>419,942</b>	554,260
Office running costs	Direct	-	-	-	-	-	103,056	<b>103,056</b>	112,737
Premises, rent & rates	Direct	-	-	-	-	-	66,779	<b>66,779</b>	97,269
		<u>40,680</u>	<u>40,371</u>	<u>547,521</u>	<u>189,808</u>	<u>86,617</u>	<u>545,263</u>	<u>1,450,260</u>	<u>1,668,633</u>
Support costs		19,895	47,007	340,396	84,104	53,861	(545,263)	-	-
<b>Total expenditure 2019</b>		<b>60,575</b>	<b>87,378</b>	<b>887,917</b>	<b>273,912</b>	<b>140,478</b>	-	<b>1,450,260</b>	1,668,633
Total expenditure 2018		67,487	94,236	1,023,136	296,413	187,361	-	1,668,633	

Of the total expenditure, £771,577 was unrestricted (2018: £900,759) and £678,683 was restricted (2018: £767,874).

**Disability Rights UK**  
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**6 Net income / (expenditure) for the year**

This is stated after charging:	<b>2019</b>	2018
	£	£
Operating lease rentals:		
Property	<b>65,280</b>	91,362
Other equipment - photocopier	<b>553</b>	553
Depreciation	<b>6,354</b>	4,747
ATW contribution / loss on the sales of fixed assets	<b>561</b>	3,000
Auditor's remuneration - audit fees	<b>7,500</b>	7,500
	<b>=====</b>	<b>=====</b>

**7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

Staff costs were as follows:	<b>2019</b>	2018
	£	£
Salaries and wages	<b>774,131</b>	809,134
Social security costs	<b>67,311</b>	80,297
Employer's contribution to defined contribution pension schemes	<b>19,041</b>	21,055
	<b>=====</b>	<b>=====</b>
	<b>860,483</b>	910,486

The following number of employees received employee benefits (excluding both employer's NIC and pension contributions) during the year between:

	<b>2019</b>	2018
	No.	No.
£60,000 - £69,999	<b>1</b>	-
	<b>=====</b>	<b>=====</b>

The total employee benefits including Employer's NIC and pension contributions of the key management personnel were £287,320 (2018 £293,457).

The charity trustees were not paid or did not receive any other benefits from employment with the charity in the year (2018: £nil). No charity trustee received payment for professional or other services supplied to the charity (2018: £nil).

Trustees' travel and subsistence expenses totalled £5,075 (2018: £7,191). Some trustees do not claim any expenses for travel and subsistence.

**Staff numbers**

The average number of employees (head count based on number of staff employed) during the year was as follows:

	<b>2019</b>	2018
	No.	No.
Raising funds	<b>0.7</b>	0.8
Member Services	<b>1.8</b>	1.7
Promoting Social Inclusion	<b>13.3</b>	15.1
Advice and publications	<b>5.0</b>	4.9
Training and sponsorship	<b>2.7</b>	3.0
	<b>=====</b>	<b>=====</b>
	<b>23.5</b>	25.5

The average number of FTE employees during the year was 21.0 (2018: 22.2).

**Disability Rights UK**  
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**8 Taxation**

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

**9 Tangible fixed assets**

	Computer equipment £	Fixtures and fittings £	<b>Total £</b>
<b>Cost</b>			
At the start of the year	25,869	1,840	<b>27,709</b>
Additions in year	609	330	<b>939</b>
Disposals in year	(561)	-	<b>(561)</b>
At the end of the year	<u>25,917</u>	<u>2,170</u>	<b><u>28,087</u></b>
<b>Depreciation</b>			
At the start of the year	10,036	153	<b>10,189</b>
Charge for the year	5,742	614	<b>6,356</b>
At the end of the year	<u>15,778</u>	<u>767</u>	<b><u>16,545</u></b>
<b>Net book value</b>			
<b>At the end of the year</b>	<u>10,139</u>	<u>1,403</u>	<b><u>11,542</u></b>
At the start of the year	<u>15,833</u>	<u>1,687</u>	<b><u>17,520</u></b>

All of the above assets are used for charitable purposes.

**10 Investments**

	2019 £	2018 £
<b>Investments at fair value:</b>		
Preference shares in Santander UK plc	913	913
Investment in Helpcard Holdings Ltd	5,142	5,142
Investment in subsidiary undertakings incorporated in the UK	2	2
	<u>6,057</u>	<u>6,057</u>

**11 Debtors**

	2019 £	2018 £
Trade debtors	201,194	201,989
Other debtors	14,310	11,408
Prepayments	46,688	29,018
Accrued income	10,550	2,808
	<u>272,742</u>	<u>245,223</u>

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**12 Creditors: amounts falling due within one year**

	2019	2018
	£	£
Trade creditors	60,693	53,733
Taxation and social security	38,309	42,571
Other creditors	3,300	850
Accruals	31,963	95,099
Deferred income	195,562	53,124
CVA payments	80,000	80,000
	<u>409,827</u>	<u>325,377</u>

**Deferred income**

	2019	2018
	£	£
Balance at the beginning of the year	53,124	56,684
Amount released to income in the year	(53,124)	(56,684)
Amount deferred in the year	195,562	53,124
Balance at the end of the year	<u>195,562</u>	<u>53,124</u>

Deferred income comprises invoices raised and cash received prior to 31 March for work to be carried out the following year. Most years it is mainly for the Handbook which is pre-ordered but printed at the end of April. This year it comprises income from other projects where a portion of income received has been deferred. The amount for the Handbook is £107,144 and for other projects and grants £88,418.

**13 Creditors: amounts falling due after one year**

	2019	2018
	£	£
CVA payments - due within one to two years	80,000	80,000
CVA payments - due within two to five years	53,333	133,333
	<u>133,333</u>	<u>213,333</u>

As detailed in previous accounts, the charity entered a CVA on 11 November 2014 with the PPF to commute the liabilities of an old defined benefit scheme. The total remaining liability is £213,333 and will be paid off at the rate of £80,000 per annum with the final payment being November 2021.

**14 Pension scheme**

The charity operates a defined contribution pension scheme with Friends Life which is a qualifying scheme for auto-enrolment.

**15 Analysis of net assets between funds**

	General unrestrictede	Restricted	Total funds
	£	£	£
<b>Year ended 31 March 2019</b>			
Tangible fixed assets	11,542	-	11,542
Investments	6,057	-	6,057
Net current assets	151,803	8,933	160,736
Long term liabilities	(133,333)	-	(133,333)
<b>Net assets at the end of the year</b>	<u>36,069</u>	<u>8,933</u>	<u>45,002</u>

	General unrestrictede	Restricted	Total funds
	£	£	£
<b>Year ended 31 March 2018</b>			
Tangible fixed assets	17,520	-	17,520
Investments	6,057	-	6,057
Net current assets	209,046	5,790	214,836
Long term liabilities	(213,333)	-	(213,333)
<b>Net assets at the end of the year</b>	<u>19,290</u>	<u>5,790</u>	<u>25,080</u>

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16 Movements in funds	At the start of the year £	Income £	Expenditure £	At the end of the year £
<b>Year ended 31 March 2019</b>				
<b>Restricted funds:</b>				
DoH - Health and Wellbeing Alliance	-	60,000	(60,000)	-
DoH - Health and Wellbeing Alliance, Project 8	5,000	-	(5,000)	-
Department for Education	-	160,000	(160,000)	-
Sport England - Get Yourself Active	(19,637)	262,874	(243,237)	-
Comic Relief - I Can Make It	-	3,800	(3,800)	-
Disability Action NI - DRILL project	10,601	55,297	(56,965)	<b>8,933</b>
DRILL 4 Nations project	-	23,596	(23,596)	-
Spirit of 2012 - Get Out Get Active	4,926	50,254	(55,180)	-
LEF - Right to Participate	-	44,500	(44,500)	-
City Bridge Trust - Bridge to Work	4,900	21,505	(26,405)	-
<b>Total restricted funds</b>	<b>5,790</b>	<b>681,826</b>	<b>(678,683)</b>	<b>8,933</b>
<b>General funds - unrestricted</b>	<b>19,290</b>	<b>788,356</b>	<b>(771,577)</b>	<b>36,069</b>
<b>Total charity funds</b>	<b>25,080</b>	<b>1,470,182</b>	<b>(1,450,260)</b>	<b>45,002</b>
	At the start of the year £	Income £	Expenditure £	At the end of the year £
<b>Year ended 31 March 2018</b>				
<b>Restricted funds:</b>				
DoH - Health and Wellbeing Alliance	-	60,000	(60,000)	-
DoH - Health and Wellbeing Alliance, Project 8	-	46,500	(41,500)	<b>5,000</b>
Department for Education	-	160,000	(160,000)	-
Sport England - Get Yourself Active	-	267,059	(286,696)	<b>(19,637)</b>
Comic Relief - I Can Make It	-	34,200	(34,200)	-
DWP - Disability Action Alliance	-	5,000	(5,000)	-
Disability Action NI - DRILL project	10,110	71,669	(71,178)	<b>10,601</b>
Spirit of 2012 - Get Out Get Active	-	59,501	(54,575)	<b>4,926</b>
LEF - Right to Participate	6,125	36,750	(42,875)	-
LEF - Brexit	-	4,675	(4,675)	-
City Bridge Trust - Bridge to Work	-	12,075	(7,175)	<b>4,900</b>
<b>Total restricted funds</b>	<b>16,235</b>	<b>757,429</b>	<b>(767,874)</b>	<b>5,790</b>
<b>General funds - unrestricted</b>	<b>(46,235)</b>	<b>966,284</b>	<b>(900,759)</b>	<b>19,290</b>
<b>Total charity funds</b>	<b>(30,000)</b>	<b>1,723,713</b>	<b>(1,668,633)</b>	<b>25,080</b>

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**Purposes of restricted funds**

DoH - Health and Wellbeing Alliance. We co-ordinate the user-led Win-Win Alliance consisting of Change, National Survivor and User Network and Shaping Our Lives. We are led by disabled people and bring tested methods to build up, gather and feed the direct and collective voice of our lived experience into (co-produced) projects with other equality groups.

DoH - Health and Wellbeing Alliance, Project 8. To identify how key initiatives can support the employment and retention of disabled staff by NHS Trusts, advance partnership working between disabled staff, disabled organisations and NHS Trusts and support the implementation of the Workforce Disability Equality Standard.

Department for Education (previously Business Information and Skills). To support disabled people's skills for employment, to advise on policy development and to run the Disability and Skills Unit.

Sport England. A grant to work with local partners to create opportunities for people with lived experience of disability, mental health issues and health conditions to use personal budgets and personal health budgets to take part in physical activity and sport.

Comic Relief - I Can Make It, a three year campaign focussed on reducing the gap in employment between young disabled people and their non-disabled counterparts. Completed March 2018.

Disability Action NI - DRILL Project. A grant as a partner in the Disability Research on Independent Living and Learning (DRILL) project, a five year initiative funded by Big Lottery to deliver the world's first major research programme led by disabled people.

Spirit of 2012 - Get Out Get Active. A three year peer support project that trains disabled and non-disabled people to become mentors, matching them to support someone who wants to be more active, but might be experiencing barriers.

Legal Education Foundation - The Right to Participate. Creation of an interactive resource to increase disabled people's understanding of their legal rights. This resource includes an introductory video about the Equality Act and some "guided pathways" taking people through ways they can use the law, mount challenges and effect change.

DRILL 4 Nations Project - worked with think and action tank LKMco to produce research into young people's attitudes to disability.

City Bridge Trust - Bridge to Work. To provide evaluation on the Supporting Disabled Londoners into Employment, Bridge to Work project.

**17 Operating lease commitments**

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Equipment	
	2019	2018
	£	£
Less than 1 year	553	553
1 - 5 years	1,520	2,073
	<u>2,073</u>	<u>2,626</u>

The lease relates to the photocopier which is for 5 years and runs until January 2022. The quarterly rentals are £138.

The charity moved to new premises at Plexal, Here East, Stratford on 2 January 2018. The contract is on a rolling one year basis. The annual rent from 1 April is £68,400 (2018 £65,280) plus VAT.

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**18 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

**19 Related party transactions**

There are no related party transactions to disclose for 2019 (2018: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.