

Disability Rights UK

(A Company Limited by Guarantee)

Company No. 7314865

Charity No. 1138585

Report and financial statements

For the year ended

31 March 2020

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Reference and administrative information

Trustees:	Martin Stevens OBE	Chair
	Frances Hasler	Vice Chair
	Michael Bromwich	Treasurer
	Atif Choudhury	
	Daniel Holt	Resigned 2 January 2020
	Ian Loynes	Resigned 2 January 2020
	Jacqueline Winstanley	
	Madeline Close	
	Martin Smith	Resigned 2 January 2020
	Rob Trent	
	Roger Berry	
	Mostafa Attia	Appointed 2 January 2020
	Joanne Becker	Appointed 2 January 2020
	Lucy Aliband	Resigned 1 June 2020

Company Secretary: Nick Spencer

Chief Executive: Kamran Mallick

Company number: 7314865

Charity number: 1138585

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Trustees Annual Report

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2020.

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

I am proud to chair Disability Rights UK. It is the leading charity of its kind in the UK. We are run by and for people with lived experience of disability or health conditions. The year 2019-20 has shown, more than any other, the need for a national charity that is:

- Committed to The Social Model of Disability.
- Led by people with lived experience of disability or long-term health conditions. 85% of our trustees have personal experience – our constitution ensures this will never fall below 75%.
- Member-led, with disabled people and organisations led by disabled people having the controlling vote.
- Committed to working with and for people with all types of impairment and health conditions.
- Committed to working with people of diverse backgrounds and learning from their lived experience.

2019-20 like many of the previous years continued to be challenging for Disabled Peoples Organisations (DPOs) including DR UK. Funding remains the top priority for many DPOs with contracts that have in the past been delivered by DPOs such as Direct Payments and Advocacy being retendered and won by large, often international companies. This delivers to the local authority agenda of better financial value, but more often than not, results in a worse service for the individual disabled person. Our belief is that such support services should be funded and delivered locally and wherever possible by disabled peoples organisations. We supported DPOs in the year by running a series of Social Investment Workshops. The work enabled us to understand the reasons for the low uptake of Social Investments and develop ways of overcoming them.

Our strategy was extended by the board for the year to give us time to consider fully the future direction of our work and to develop a theory of

change. These are large pieces of work and needed to involve the board, staff, ambassadors, volunteers and members. We will launch the new strategy at our AGM in 2020.

The Disability Research in Independent Living and Learning (DRILL) entered its final year. This four nations project has provided almost £4 million pounds of Big Lottery funding on disabled people led research. The project will leave a body of research unique because of its coproduced approach and areas that were identified by disabled people. You can read all the research report on the DRILL website <http://www.drilluk.org.uk/>.

The EnAble Fund proved that when barriers are removed disabled people are able to achieve their ambitions and move in to positions of influence. 15 of the 33 individuals who applied for support through the fund were elected in the English local elections.

COVID-19

Just before the end of our financial year, the country was put into lockdown on March 23rd. We knew before this the devastating impact of the virus from Europe. Our organisation has been set up to enable remote working for over three years and so we asked our team to work from home a week before the official lock down. Our board has been meeting online and we plan to do so for the remainder of the year. The immediate impact was financial with our commercial training and consultancy work cancelled, a challenge we are focusing on. Our priority shifted very much to keeping disabled people updated with the fast pace of change and lobbying, campaigning and ensuring disabled people were not forgotten and ignored in government planning. The immediate impact of the pandemic was profound on disabled people and the countries DPOs responded magnificently. Thank you to those that joined us remotely every week to share intelligence and campaign strategies.

Thank you to our committed staff and volunteers for ensuring that we continue to deliver on our vision and mission throughout the year. To our Ambassadors for championing the organisation, extending our reach and keeping us informed of their work. To all our supporters, friends and allies who have engaged with us, made donations and contributed in so many other ways. And finally, to my fellow trustees for their strategic support and dedication to the organisation.

Objectives and activities

In 2019-20 the trustees agreed to further extend our existing three-year strategic plan to help the organisation to develop our Theory of Change which will be launched together with the strategy in November 2020. We are also developing an Impact Framework to measure the success of our future strategy.

The current plan is entitled Equal Participation for All, and 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.**

2019-2020 Activities

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
 - campaign to reverse institutionalisation and coercion, to secure 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
 - campaign on youth employment, peer support for employment, and education, skills and employment opportunities
- 3 Influencing public attitudes and behaviours: seeking a sea change in perceptions of disability, 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
- 4 Campaign for equality during the Covid-19 pandemic
 - campaign against the removal of existing rights due to primary legislation or national, regional and local policies.
 - Ensure that the rights and needs of disabled people are considered and that disabled people are consulted about all Covid-19 measures

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.

Organisational achievements

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 made good progress this year, increasing the representation of women and BAME communities at board level, as Ambassadors and in our Leadership Team. The board undertook diversity training and we are writing a diversity and inclusion policy for the whole organisation.

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. We have set up a young people's panel and newsletter and the panel will report on progress next year.

Innovation in connecting with DPOs and disabled people

We are a membership organisation and we are working to better connect with our DPO members. We were already planning to work more closely with DPOs this year when Covid-19 hit. We moved quickly to set up weekly remote meetings with CEOs around the country and this soon became a valuable campaigning tool and support mechanism. CEOs have asked for this to continue on a fortnightly basis.

Good governance

We implemented the Charity Commission 'Charity Governance Code' for larger charities: Organisational Purpose, Leadership, Integrity, Decision-making, risk and control, Board effectiveness, Diversity, Openness and accountability. The full code is available to download from:

<https://www.charitygovernancecode.org/en/pdf>

Impact Review

We are conducting a review of the impact of our work. This will help us demonstrate the benefits of our work to our disabled members and will demonstrate the effectiveness of our policy and campaign work to funders and other stakeholders. This work aligns with the strategic priorities and plan development. The impact review will take place over five phases of work including;

- Research and staff engagement
- Theory of Change development
- Reviewing existing data
- Framework planning
- Implementation

We have developed our Theory of Change which has helped staff to reflect on the impact we want to have as a team. Significantly, the theory of change has informed our plan to build a movement amongst disabled people and Disabled Peoples User Led Organisations. The next stage is to align the theory of change with the implementation of the strategic plan and to do an audit of current data and knowledge collection to support the theory of change and strategic plan.

Achievements and performance

Here we 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

During 2019 to 2020, the Disability Research on Independent Living and Learning programme (DRILL) began to conclude its work, with the main focus being on bringing outstanding projects to a close. We collated information from all completed projects to feed into the monitoring and evaluation report. We worked with academics on embedding co-production into future research. We compiled findings from all research projects and organised events to mark the end of DRILL in each of the 4 nations.

We officially published (in August 2019) our research on young people's attitudes to disability, completed with the Centre for Education and Youth (formerly LKMco). You can read the report

here: <http://www.drilluk.org.uk/special-or-unique-a-new-reportfrom-disability-rights-uk-and-lkmco/>.

March 2020 saw the publication of the final DRILL funded reports, which are available on <http://drilluk.org.uk/>. A particular highlight is "Energy Impairment and Disability Inclusion Towards and Advocacy Movement for Energy Limiting Chronic Illness" (<https://www.centreforwelfarereform.org/library/energy-impairment-disability-inclusion.html>).

Wellbeing

Get Out Get Active and Peer Support (GOGA)

The project ended this year and the period between April and September was spent evaluating and disseminating what we learnt during the four years of GOGA.

Traverse conducted the evaluation of the peer support element of our work. The key recommendations were:

- To adhere to practices of coproduction when designing projects for disabled people; enable disabled people to lead wherever possible and

build in systems for ongoing feedback (and be prepared to make changes).

- To consider evaluation at the outset of a project.

You can read the whole report on the Get Yourself Active (GYA) website <http://www.getyourselfactive.org/wp-content/uploads/2019/12/GOGA-Peer-Support-Report-Final-191119.pdf>.

We also published the evidence narrative case studies developed by Owen Lowery and Brett Smith into graphical assets for the GYA website which can be found [here](#). The case studies showcase a number of interlinked and interwoven relationships developing from peer support for physical activity.

Get Yourself Active Programme

We began the second phase of work with Sport England (SE) in July 2019 after a 3 month extension to allow time to prepare the bid for the 2019 - 2022 programme of work.

During this year we developed plans to create workshops and training for the sport sector on co-production. We arranged successful pilot sessions with Sport England and Activity Alliance run by Inclusion North. The co-production work was led by a small working group made up of colleagues from Sport England, Durham University and DR UK Ambassador Clenton Farquharson.

We worked with Sense, Skills for Care and Disability Sheffield to consult frontline social care workforce on our plans to develop training and workshops on physical activity promotion. We received a positive response from residential care managers, personal assistants and individual's employers who felt this training would improve outcomes for the people they support/themselves.

We helped the West Midlands Combined Authority develop a Citizens Network to give disabled people a voice in the development of physical activity through Include Me West Midlands. We carried out a series of engagement events called 'Knowledge Cafes' to discuss access and barriers to physical activity with disabled people and community groups. Our Ambassador, Clenton Farquharson supported this work and it culminated in a report sharing insights of disabled people and making recommendations for the development of the Citizens Network.

Policy

UN Convention Against Torture

We worked with a number of civil society organisations to put together the civil society report on how the UK is implementing the UN Convention Against Torture. It gave us an opportunity to raise important issues on an international stage:

- the long-term detention of Learning Disabled people,
- the use of restraint in learning disability and mental health settings,
- and the enforced isolation of disabled prisoners as a result of their access needs not being met.

Brexit

We continue to work with the Brexit Civil Society Alliance to promote our policy of opposing any dilution in the rights of disabled people. In particular we worked with the Home Office to ensure that the application for settled status scheme was accessible for disabled EU citizens living in the UK.

Disability Strategy

The conservative manifesto committed to the production of a Disability Strategy. We developed positive relationships with the Disability Unit and participated in discussions on the shape and content of the Strategy. We contributed to evidence collection and sought the widest engagement of disabled people

Independent Living Strategy Group

Chaired by our Ambassador, Baroness Jane Campbell, this group has been challenging local authorities who refuse direct payments for disabled people and instead load people's care package onto pre-payment cards. This limits choice and is an intrusion into everyday life. The group successfully lobbied the Office of the Information Commissioner to look into how the personal data of disabled people is stored and used by local authorities.

Lived Experience Alliance

The Lived Experience Alliance comprises Disability Rights UK, CHANGE, National Survivor and User Network (NSUN) and Shaping Our Lives. This group feeds into the NHS's wider Health and Wellbeing Alliance.

This year we ran a focus group on barriers for people with a physical or sensory impairment accessing breast screening. This was a piece of research co-ordinated by the National LGB&T Partnership on behalf of Public Health England. The data gathered at the focus group was used to feed into resources developed by Public Health England. Our work has been well received and will influence PHE's guidance on breast screening and will improve access and understanding of the needs of disabled women.

Similarly, we have worked with Jo's Trust on how disabled women with physical impairments access cervical screening. Many disabled women miss out on screening because of poor attitudes from health staff and lack of accessible facilities. For the first time, we have been able to highlight these issues with PHE which will improve their practice and mean more disabled women can be screened.

We attended the **VCSE Health and Wellbeing Alliance Working days** to assist with devising the Lived Experience's Workplan for the forthcoming year.

The extended legal rights to have a Personal Health Budget went live on 2nd December 2019. The Personalised Care Group of NHS England and NHS Improvement held an Advocacy and Personal Health Budgets workshop to look at the state of the advocacy sector, its knowledge and training needs regarding Personal Health Budgets.

The National Academy for Social Prescribing (NASP) Workshop gave an update from NHS-E on progress with the NASP and the importance of everyone working together if social prescribing is to be successful.

NHS England, PH England and DHSC Covid-19 held a series of weekly webinars during March to engage in dialogue with the system partners regarding responses to the Covid-19 pandemic, to ensure that disabled people are protected and not negatively impacted. At the start of the pandemic, we advised on the need for a range of accessible formats of public information for disabled people e.g. easy read, braille, BSL and offered to co-produce and disseminate information. We expressed concerns on potential outbreaks in supported accommodation, mental health hospitals and the risk of carers and PA transmitting the virus as they conduct house visits. We also offered thoughts on the new NHS Responders platform that was launched earlier in March to ensure that disabled people were not inadvertently at risk.

Coalition for Collaborative Care (C4CC) Jan 2020 – Mar 2020

The Coalition for Collaborative Care brings together people, including people with long-term conditions, and organisations from across the health, social care and voluntary sectors that are committed to making these changes a reality.

We sit on the Coalition for Collaborative Care (C4CC) Coproduction Subcommittee. We provided feedback on a draft template that is to capture best practices of co-production that will eventually go onto C4CC's website.

The C4CC Partners Network Event was an opportunity for partners to meet, network and to hear about each other's work. C4CC was established ten years ago and the focus has since shifted from campaigning for personalised care, as universal personalised care is now part of the NHS Long Term Plan. Workshops looked at a refresh of C4CC's Vision, Purpose and Role (its "USP"). There were also updates on the "What Works Centres" and the "National Academy for Social Prescribing" and from some of the partners on work that they have been doing in their sectors. Followed by an Advisory Group Meeting.

We completed an online survey about the Covid-19 response and potential impacts on Personalised Care, our concern, the work that our organisation has been doing and keeping in touch and sharing information at this critical time. We fed back that there were major concerns that the Emergency Coronavirus Bill had negative impacts on long term social care and guidance on detention under the Mental Health Act.

Consultations

We are invited to submit evidence to dozens of consultations every year. This is a good opportunity to influence public policy and evidence of our status as the national user led disabled people's organisation. It is resource intensive and we prioritise which ones to respond to, based on our strategic plan. In the year our consultation responses included:

- Flu vaccination: increasing uptake
- Changes to the NHS Digital Prescribing and Medicines Statistical Publications
- Good work plan: establishing a new single enforcement body for employment rights
- Health is everyone's business: proposals to reduce ill health-related job loss
- TfL survey of stakeholders
- European Disability Strategy 2010-2020: A Renewed Commitment to a Barrier-Free Europe
- How public funds can be used to support the mobility needs of disabled people
- Consultation on amending composition statements
<https://www.disabilityrightsuk.org/news/2020/april/dr-uk-recommends-no-reduction-number-social-security-tribunal-panel-members>
- Work and Pensions Committee Inquiry on natural migration to Universal Credit

<https://www.disabilityrightsuk.org/news/2019/february/ucnaturalmigration>

- The House of Lords Economic Affairs Committee inquiry into the economics of Universal Credit
<https://www.disabilityrightsuk.org/news/2020/march/dr-uk-responds-house-lords-universal-credit-inquiry>
- How should DWP involve disabled people in changing how it works?
<https://www.gov.uk/government/consultations/how-should-dwp-involve-disabled-people-in-changing-how-it-works>

Shortly after the end of this period we made extensive contribution to consultations on the Impact of Coronavirus on disabled people by the Women and Equalities Committee and Access to Food by the Environment, Food and Rural Affairs Committee.

Information

Disability Rights UK's Helplines support thousands of disabled people across areas such as education, personal budgets and welfare benefits. We also provide a signposting service to partners and member organisations.

Our helplines play a vital role in ensuring disabled people's voices are heard. They give our enquirers the opportunity to gain information that can assist them in accessing a service, benefit or other support, while also providing us with the evidence to inform and direct our policy work. It is imperative that our policy and campaigning work is driven by our members and service users, and the helplines are a vital means via which we do this.

Our helpline advisers also write and update factsheets relevant to their area of expertise, to ensure their accuracy and integrity.

Personal Budgets

84% 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 – 87% agreed or strongly agreed
- After contacting the helpline, my knowledge about how to use personal budget options increased – 80% agreed or strongly agreed
- After contacting the helpline, I felt more confident managing my personal budget – 60% agreed or strongly agreed

Quotes:

"Thanks so much for taking the time to get back to me on this, and the intel you've been able to give me has been useful to hear"

"Many thanks for your detailed and comprehensive response, it is greatly appreciated."

"The information regarding personal budget is very helpful"

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:

"Getting a speedy and clear response is crucial. Just knowing that expert advice and accurate information is available increases confidence with various knock-on positive effects."

"I feel so much more confident in dealing with benefits issues knowing we have to 'advisor's advisor' to fall back on"

"The service is invaluable and means we can help and advise a greater number of clients and secure successful outcomes."

2. Career opportunities

There is a 28.1% 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.

All Party Parliamentary Group on Disability (APPG)

Following the General Election, the inaugural meeting of the APPG on Disability was held in January. Dr Lisa Cameron MP was confirmed as chair. The meeting identified key issues for the year ahead.

The administrative support of the APPG is undertaken from Lisa Cameron's office with financial support from Warwick Business School. Disability Rights UK provides disability expertise and input.

Many of the planned meetings and events were then postponed due to the coronavirus pandemic. However, we were able to attend and speak at *the 'From Voluntary to Mandatory Reporting'* parliamentary event in February, hosted by the group and chaired by Lord Kevin Shinkwin. She was also able to attend a virtual meeting in which the Minister for Disabled People, Justin Tomlinson, attended and addressed some of our concerns about the impacts of Covid-19 and response efforts e.g. access to food, longer-term planning.

We were asked to give oral evidence the House of Lords enquiry on accessible voting, but the session was cancelled due to Covid-19. We made a written submission instead.

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 continued to provide training events for a wide range of professionals from different sectors including education, NHS, careers and enterprise advisers, job coaches, training providers local authorities, as well as parents/family carers.

The project delivered 11 training sessions in London, Scunthorpe, Liverpool, Thurrock, Norwich, Southampton and Dorset. A total of 179 people attended the training.

Feedback from parents and carers included:

"I really liked the concept of turning an impairment into an asset - very enabling rather than disabling."

"I found this a very positive experience, thank you"

"Very informative- I found out about lots of interesting things I was not aware of."

Annual Conference

Our conference 'Into Apprenticeships and Training: Why Employing Disabled People Benefits Employers' was attended by 101 people.

Feedback:

"It was really amazing to hear from the real-life experiences of apprentices."

"A fantastic event, well attended by expert practitioners, which was fun, informative and well run."

"Excellent training- great reference to use in future."

"Very valuable to walk away with lots of actions."

Webinars

The project held three joint webinars with Amazing Apprenticeships, AbilityNet and the University of Greenwich. The webinars were attended by 208 attendees.

Publications

Apprenticeship brief:

www.disabilityrightsuk.org/sites/default/files/pdf/Briefing%20information%20apprenticeships%202019.pdf

T-level Transition programme, apprenticeships and work experience brief

www.disabilityrightsuk.org/sites/default/files/pdf/Info%20Brief%20Education%20January%202020.pdf

Jargon Buster:

<https://www.disabilityrightsuk.org/sites/default/files/Jargon%20Buster.pdf>

Advisory groups

We contributed to advisory groups including DfE Apprenticeship Diversity and Equality group, SEND and T-Level groups; NHS Board where the group reviewed resources including inclusive recruitment and workplace support toolkit, health passport and case study videos.

We presented at Westminster Education Forum on 'Improving participation rates for students with disabilities', highlighting some main issues coming from our helpline and training events, including some of the barriers students experience. We emphasised that it is central that the student voice and lived experience of disability and health conditions needs to be at the heart of decision making, policy change and support delivery.

Project Advisory Panel

We joined the Economic and Social Research Council Project Advisory Panel and provided advice and information on disability related issues, accessibility and information including on apprenticeship funding and Access to Work. This is a research collaboration with the School of Education at King's College. This will be a major five-year study investigating how England's vocational education and training could better support the transitions into further education, training and work of young people not taking the university route.

Our role, through membership of the project advisory panel, is to ensure the voices of young disabled people are well represented in the research and to optimise its usefulness for young people and their parents/carers. We will also be working with Kings on a report drawing out lessons from the research to help those working with young disabled people in out-of-school settings to better support their school to work transitions.

Response to the COVID-19 crisis

We are also addressing Covid-19 related issues young disabled people are experiencing, such as limited opportunities for work experience, training and education, difficulties navigating relevant information online, isolation and lack of confidence. We are expanding our project work to deliver this by:

- creating a new webpage for young people,
- bringing together a steering group of young people to co-produce a newsletter,
- running webinars for young people
- and creating a CV toolkit.

Young disabled people face the largest barriers to employment of any single group and the impact of Covid-19 will exacerbate this. We became a member of the Youth Employment Group (YEG), a major coalition founded by Impetus, Youth Futures Foundation, Youth Employment UK, The Institute of Employment Studies and The Prince's Trust in response to the COVID-19. The group will address the pandemic's impact on young people's engagement with education, employment and training and seeking to influence government recovery planning.

The DR UK policy team organised a separate meeting with Youth Employment Group members to ensure the needs of disabled young people were made more visible. At this meeting it was agreed that we would work with other organisations to consider the specific needs of disabled young

people. The Group sent a letter to Rishi Sunak to ask him to ensure that disabled young people benefit from budget announcements.

Student Helpline

Our Student Helpline continued to receive high numbers of enquiries and we continue to update our online resources on education with 85% of users finding these useful for their purposes. There were 1,513 enquiries in the year.

Quotes:

"In providing feedback I would like to say I was profoundly satisfied"

"I was able to re clarify the areas without feeling rushed or misunderstood. I was given valuable advice to tackle areas I had not been fully aware of surrounding these difficulties."

"I now feel much more relieved from contacting this service today for which I am very grateful to have the support available for those like myself that need it."

"Please keep up these services that are really needed and appreciated coming from a newly disabled person."

The Leadership Academy Programme (LAP):

The Leadership Academy Programme (LAP) had a very positive year. We successfully completed new contracts for bespoke programmes with the Ministry of Justice (MoJ) and Southampton NHS, alongside our normal mixed cohort for LAP.

We had a successful Alumni Event in November 2019, with guest speakers including Maria Grazia-Zedda, Equality Diversity and Inclusion Manager (Workforce), HS2 Ltd and Elizabeth Bailey, Director Governance and Controls – Conduct Risk, BUK Chief Controls Office.

December 2019 saw the start of a new LAP cohort with 12 delegates. We forged a new partnership with The Greater London Authority who sent two delegates onto the programme, with the intention to hopefully run a bespoke cohort in the future. The programme got off to a great start, having new partnerships, maintaining existing partnerships and still with great support from our volunteering mentors. We are grateful for the support from Mintel in providing us the use of their training facilities for all four module days and for the Graduation and Alumni events.

As the pandemic struck in March, we used it as an opportunity to pivot to an online programme. We hope to have a face to face Graduation Day in the

New Year, where delegates will be able to showcase their project work. We are continuing to explore alternative delivery models, including digital platforms. LAP continues to have a significant impact on the lives of the disabled employees who wish to develop their careers in Leadership.

Quotes:

"I think that the biggest impact the LAP has made on me so far is related to my attitude to my disability. In the past I was attending regular school, university... Apart from few brief occasions I didn't have opportunities to interact with people with similar disabilities (I have CP). I feel that because of that I developed this belief that I needed to compensate somehow my disability to others, to the world. LAP workshops allow me to confront myself with my beliefs and showed me that I shouldn't be worried so much about how people perceive me. It helped me to improve my self-confidence and feel more relaxed and comfortable while dealing with other people."

KW, MoJ

"The LAP has interesting and stimulating content which provokes further thought for self-reflection. The opportunity to network with people from other organisations is great and has been invaluable for our project. Our project has been a learning experience in itself, as well as providing an opportunity to make a difference in our organisation."

MA, Senior Analyst

"Leadership Academy Programme has inspired me to change my direction in career; due to the opportunity for accessing professional mentoring, I now want to pursue mentoring myself. Thank you!"

PO – Director, Third Sector

Bridge to Work – Innovation in routes to employment

In March 2020 we completed the 2nd evaluation report of Bridge to Work, funded by City Bridge, drawing on interviews and analysis of participant progression through a series of employment support programmes for young disabled people in London. We found what the report highlighted was a reluctance by participating organisations to innovate. Organisations were understandably inhibited from 'experimenting' on the disabled young people they were working to support. We plan to work with the organisations and City Bridge to find ways to innovate within the programme while ensuring that young disabled people are not disadvantaged.

3. Influencing public attitudes and behaviours

Communications

We created a new comms role in 2019 which was taken up by Anna Morell, who comes from a mainstream political and business policy comms, and grassroots campaigning background. She came to the role having run a regional DPULO for the previous two years.

As an organisation who's overriding purpose is to effect change, we need to be able to communicate our message to mainstream organisations and the general public not just the echo chamber of people familiar with our arguments.

Our presence is now much stronger in media news stories meaning that we are often approached for comment before or instead of the big national charities across print, radio and tv. We are achieving a broader reach, not just hitting the media who are already broadly supportive of disabled people's concerns. We have developed relationships with key personnel at mainstream media channels to create allies and embed social model culture in newsrooms. This has enabled us to persuade media to take up narratives or individual stories and amplify them at a national level.

We have changed the tone of our in-house news web content to be more authoritative when challenging of the status quo, dialing back on regional issues, and focusing more on national policy and hard-hitting first person stories. This is enabling us to communicate more effectively with our individual disabled members and demonstrate to them how their stories can contribute to real change.

We also worked with allies by:

- Advising the HoME coalition and OpenDoor on branding and language
- Engaging with Media Trust on their Reframing Disability project about disability representation in mainstream media, and newsroom equality agendas.
- Working with Liberty on language use.
- Linking the CEO into News International's diverse recruitment newsroom pilots.

We are also improving our ability to log our communications including media mentions and a database of journalists.

EnAble Fund April 2019 - March 2020

We pressed the government to provide funding for disabled candidates standing for election to public office in May 2020. In February 2020, this funding was agreed. We made representations to the Minister for Disabled People and to the Disability Unit, for a permanent elected office fund for disabled candidates to be established. In the event the May 2020 elections were cancelled.

41 applications were signed off by Disability Rights UK and the Local Government Association (LGA) for the local elections in 2019. Of those 41, 33 claimed their award money. Of these 33, 15 were successfully elected into local office. Applicants were from across England and represented the four political "groups": Conservative; Labour; Lib Dems; and small parties and independent candidates.

In December 2019, we contacted all candidates who had stood for election in the May 2019 European Parliamentary Elections. This was to administer retrospective funding on behalf of the Government Equalities Office (GEO), for anyone who had incurred expenses for reasonable adjustments necessary to their campaign. We did not receive any expressions of interest, nor any applications.

In March 2020, we successfully agreed a contract amendment with the Local Government Association to administer funds for the local government elections 2020, which was not part of the original contract. In addition, they agreed to an extension to support the Police and Crime Commissioner elections, for which funding had only originally been agreed to 31st March (several weeks before the scheduled elections in May). This was a great success for us, following several months of campaigning for such an extension. Sadly, the amendments were retracted by the Government Equalities Office (GEO) when all elections were cancelled due to the Covid-19 pandemic, meaning the LGA were forced to cancel their contract with us. Despite our best efforts, the GEO would not agree to extend the contract further, nor commit to reinstating it in 2021, stating that the EnAble Fund was only ever an interim fund, not intended to exist beyond 2020 and that it is the responsibility of the political groups to support reasonable adjustments to campaigning. The EnAble Fund for Elected Office officially closed in March 2020.

Training and Consultancy

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:

- African Initiatives
- Cabinet Office
- Coventry Building Society
- Currock Engineering
- Health Research Authority
- Heathrow Airport
- Independent Parliamentary Standards Authority
- Joseph Rowntree Foundation
- Liberty
- National Grid
- The Quakers
- Spirit of 2012
- Trinity College London

We also continued to expand the other ways we work with businesses. We carried out access audits for Adidas, the Financial Times and Premier Inn. We continued to deliver ad hoc consultancy (to ALDI, BT, South Western Railways and Transport, amongst others) and have utilised our in-house expertise for external speaking opportunities.

East London Innovation and Enterprise Zone (ELIEZ)

The UK's first dedicated space for disabled entrepreneurs is being developed at Queen Elizabeth Olympic Park. DR UK worked in partnership with University College London, Plexal (a tech hub and home of DR UK) and the Global Disability Innovation Hub to secure funds from Research England to set up the zone.

An existing innovation space will be converted into a fully accessible, specially designed space for entrepreneurs and businesses leaders who are disabled or focused on servicing disabled communities. It will also co-ordinate the delivery of accessible innovation education, training and events.

DR UK amassed a panel of disabled entrepreneurs and innovators to help write the specification for the inclusive innovation space. We are on the ELIEZ Steering Group and our role there will be to hold it to its principles and to co-deliver learning with the university and Plexal.

Plans for the future

Response to Covid-19

We will continue to campaign against removal of rights, for improvements in protection for disabled people and our inclusion in planning and delivery of services. We will campaign strongly against the government's reversal of progress we have seen in the early months of the pandemic. As the lockdown eases, we will work to ensure the needs of disabled people are central to government planning.

Vision and mission, strategy and Theory of Change launch

At our AGM in November 2020 we will share DR UK's new vision and mission and three year strategy with our members and launch it publicly. We will also share the Theory of Change we have developed over the last year. A theory of change helps us plan and explain how we expect to make the changes we want happen.

Disability Strategy

We will be working with disabled people, our member organisations, friends and allies to put forward our vision for the government's disability strategy. We will do this by running a series of roundtables in Autumn 2020 culminating in a report of findings to be presented to the Disability Unit in the Cabinet Office.

Further development of our offer to DPOs.

We have had an ambition to develop our offer for a number of years. Covid-19 accelerated our plans and we will take advantage of this, increasing DPULO's input to policy making and campaigning. We will seek funding to take this to the next level.

Communications

We plan to increase use of social channels, including a more personality-driven filmic drive on Instagram. We will also increase guest slots on social channels including asking high profile disabled people to contribute to our Facebook page. We will continue to increase personality driven agendas and push them into the mainstream. We are working on plans to redevelop our website and bring our satellite sites in-house to form a suite of web sites for different purposes.

Diversity of the organisation

We will continue to take a whole organisation approach to diversity, increasing representation at every level. We will reach out to disabled people from all communities, of all faiths and none, of different sexualities and of people of different genders and none. We have signed ACEVO's Eight principles to address the diversity deficit in charity leadership <https://www.acevo.org.uk/eight-principles-to-address-the-diversity-deficit-in-charity-leadership/> and are committed to putting them into action

Financial review

The charity had a positive movement in funds of £134,870 (2019 £19,922). This has improved the balance sheet which now shows net assets of £179,872 (£45,002).

Within the movement in funds was an operating surplus of £79,315. For the last few years, and while the charity continues to pay off the CVA, the financial focus has been to maintain a positive operating position. This means excluding legacies and one off items.

To further increase the movement of funds, the charity also received a donation from the DSA-QAG of £80,000. This is described in note 16, which covers restricted funds.

Another £80,000 of the CVA was paid during the year. As at 31 March 2020 a further £133,333 remains to be paid with the final payment in November 2021.

A week before year end, the country moved into lockdown with all the changes that we are familiar with. Since moving to the current offices, the charity has been operating a flexible work policy. This meant that the transition to working from home was not such a great change. Only one member of staff was furloughed, as each employee works on different areas with little overlap and the work was still there. And a number of steps were taken to protect the charity.

A three month rent free period from April to June was negotiated. Esmee Fairbain made an extra payment of £17,000. A rates rebate of £11,000 was negotiated with the local council. And a grant to support our core activities was received from the Big Lottery.

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.

Reserves policy

DR UK is coming to the end of a CVA associated with the closure of a defined benefit pension scheme requiring a payment of £80k per annum to the Pension Protection Fund. The CVA payments finish in November 2021, so as at 31 March 2020 there was still £133,333 remaining to pay.

The charity has therefore not been able to build up reserves but historically had a policy of aiming to build 3 months running costs of around £300,000. As at 31 March 2020, net assets are £179,872, of which unrestricted reserves is £84,881.

In reviewing the policy the following matters were considered:

1. Some income received is only guaranteed for a single year and sometimes only confirmed late. Other income, though fairly certain to be received, can fluctuate. Also, income targets need to be met. A sum of £50,000 is therefore reserved to allow for the unexpected reduction in both some funding and in target income.
2. Each year £80,000 is paid to the CVA reducing the operational cashflow. Overall financial planning will be made much easier once the final CVA payment is made.
3. The core running costs for 3 months are around £180,000 including some contingency.

A flexible and understandable reserve policy is therefore to try to build up unrestricted reserves to £250,000.

Going concern

The charity manages its cash position very carefully and a conservative budget and cash flow for 2020/21 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:

Barrow Cadbury Trust

Big Lottery

Care Quality Commission

CAST

City Bridge Trust, the funding arm of Bridge House Estates

Department for Education

Department of Health

Disabled Students' Allowance Quality Assurance Group (DSA-QAG)

Edinburgh Trust

Elizabeth and Prince Zaiger Trust

Esmée Fairbairn Foundation

GD Herbert Charitable Trust

Government Equalities Office

The Ian Askew Charitable Trust

LGBT Foundation

Nicholls and Clarke

Nuffield Foundation

Snowdon Trust

Spirit of 2012 Fund

Sport England

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

Ashden Tredgold

Becky Roberts

Charlie and Simon Sinclair

Ciaran Galvin

Evan Odell

Sadie Brian, in memory of Dawn Barker

Steve Waddington

Stuart Lloyd

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 10 Trustees of whom 90% 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. All 10 trustees all were elected. 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 and delegated authority from the board. They are Financial Performance Committee and People and Governance 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, Head of Advice and Information, Head of Programmes and Impact 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 and Governance 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

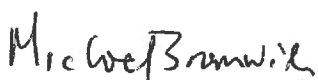
In so far as the trustees are aware:

- 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 24th September 2020 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 2020

Opinion

We have audited the financial statements of Disability Rights UK (the 'Charity') for the year ended 31 March 2020 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 2020 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 2020

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.

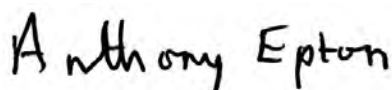
Our responsibilities for the audit of the financial statements

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 2020

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]. 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

3rd November 2020

Disability Rights UK
Statement of financial activities
(incorporating an income and expenditure account)
For the year ended 31 March 2020

		Unrestricted £	Restricted £	2020 Total £	2019 Total £
	Note				
Income from:					
Donations and legacies	3	54,170	80,000	134,170	216,984
Charitable activities:					
Member Services	4	33,718	-	33,718	38,499
Promoting social inclusion	4	232,727	568,485	801,212	881,618
Advice and publications	4	288,936	-	288,936	283,011
Training and sponsorship	4	137,735	-	137,735	50,070
Total income		747,286	648,485	1,395,771	1,470,182
Expenditure on:					
Raising funds	7	63,775	5,395	69,170	60,575
Charitable activities:					
Member Services	7	79,765	-	79,765	87,378
Promoting social inclusion	7	175,368	557,032	732,400	887,917
Advice and publications	7	270,372	-	270,372	273,912
Training and sponsorship	7	109,194	-	109,194	140,478
Total expenditure		698,474	562,427	1,260,901	1,450,260
Net movement in funds		48,812	86,058	134,870	19,922
Reconciliation of funds:					
Total funds brought forward		36,069	8,933	45,002	25,080
Total funds carried forward		84,881	94,991	179,872	45,002

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 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Tangible assets	9		7,022		11,542
Investments	10		<u>6,057</u>		<u>6,057</u>
			13,079		17,599
Current assets:					
Debtors	11	256,950		272,742	
Cash at bank and in hand		<u>384,419</u>		<u>297,821</u>	
		641,369		570,563	
Liabilities:					
Creditors: amounts falling due within one year	13	<u>(421,243)</u>		<u>(409,827)</u>	
Net current assets			220,126		160,736
Total assets less current liabilities			233,205		178,335
Creditors: amounts falling due after one year	13		<u>(53,333)</u>		<u>(133,333)</u>
Total net assets / (liabilities)			179,872		45,002
Funds					
Restricted funds			94,991		8,933
Unrestricted funds:					
General funds			<u>84,881</u>		<u>36,069</u>
Total charity funds	16		179,872		45,002

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 24th September 2020
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 2020

	2020	2019
	£	£
Net income for the reporting period (as per the statement of financial activities)	134,870	19,922
Depreciation	6,354	6,356
Disposal of fixed assets	-	561
Decrease / (increase) in debtors	15,792	(27,519)
Increase / (decrease) in creditors	(68,584)	4,450
Net cash provided by operating activities	88,432	3,770
	2020	2019
	£	£
Change in cash and cash equivalents in the year	88,432	3,770
Purchase of fixed assets	(1,834)	(939)
Cash and cash equivalents at the beginning of the year	297,821	294,990
Cash and cash equivalents at the end of the year	384,419	297,821

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.

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
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2 Detailed comparatives for the statement of financial activities

	2019 Unrestricted £	2019 Restricted £	2019 Total £
Income from:			
Donations and legacies	216,984	-	216,984
Charitable activities:			
Member Services	38,499	-	38,499
Promoting social inclusion	199,792	681,826	881,618
Advice and publications	283,011	-	283,011
Other trading activities	50,070	-	50,070
Total income	788,356	681,826	1,470,182
Expenditure on:			
Raising funds	60,575	-	60,575
Charitable activities:			
Member Services	87,378	-	87,378
Promoting social inclusion	209,234	678,683	887,917
Advice and publications	273,912	-	273,912
Other	140,478	-	140,478
Total expenditure	771,577	678,683	1,450,260
Net movement in funds	16,779	3,143	19,922
Total funds brought forward	19,290	5,790	25,080
Total funds carried forward	36,069	8,933	45,002

3 Income from donations and legacies

	Unrestricted £	Restricted £	2020 Total £	2019 Total £
Donations	54,170	80,000	134,170	69,558
Legacies	-	-	-	147,426
	54,170	80,000	134,170	216,984

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Notes to the financial statements
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4 Income from charitable activities

	Unrestricted	Restricted	2020 Total	2019 Total
	£	£	£	£
Organisational members	26,208	-	26,208	28,019
Individual members	7,510	-	7,510	10,480
Total for member services	33,718	-	33,718	38,499
Government grants	4,200	220,000	224,200	220,000
Trust and foundation grants	34,000	348,485	382,485	530,826
Contracts	132,139	-	132,139	79,135
Key sales	62,388	-	62,388	51,657
Total for promoting social inclusion	232,727	568,485	801,212	881,618
Publications	281,436	-	281,436	268,125
Advice services	1,800	-	1,800	3,486
Contracts	5,700	-	5,700	11,400
Total for advice and publications	288,936	-	288,936	283,011
Training & consultancy and courses	85,910	-	85,910	41,693
Partnerships and projects	51,825	-	51,825	8,377
Total for training and consultancy	137,735	-	137,735	50,070
Total income from charitable activities	693,116	568,485	1,261,601	1,253,198

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
Notes to the financial statements
For the year ended 31 March 2020

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 £	2020 Total £	2019 Total £	
Staff costs	Direct	41,550	36,077	249,306	109,404	32,072	267,974	736,383	860,483	
Direct project costs	Direct	10,063	4,273	211,720	79,401	36,724	-	342,181	419,942	
Office running costs	Direct	-	-	-	-	-	113,037	113,037	103,056	
Premises, rent & rates	Direct	-	-	-	-	-	69,300	69,300	66,779	
		51,613	40,350	461,026	188,805	68,796	450,311	1,260,901	1,450,260	
Support costs		17,557	39,415	271,374	81,567	40,398	(450,311)	-	-	
Total expenditure 2020		69,170	79,765	732,400	270,372	109,194	-	1,260,901	1,450,260	
Total expenditure 2019		60,575	87,378	887,917	273,912	140,478	-	1,450,260		

Of the total expenditure, £698,474 was unrestricted (2019: £771,577) and £582,427 was restricted (2019: £678,683).

Disability Rights UK
Notes to the financial statements
For the year ended 31 March 2020

6 Net income / (expenditure) for the year

This is stated after charging:	2020	2019
	£	£
Operating lease rentals:		
Property	68,400	65,280
Other equipment - photocopier	553	553
Depreciation	6,354	6,354
ATW contribution / loss on the sales of fixed assets	-	561
Auditor's remuneration - audit fees	7,500	7,500
	7,500	7,500

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

Staff costs were as follows:	2020	2019
	£	£
Salaries and wages	656,147	774,131
Social security costs	64,047	67,311
Employer's contribution to defined contribution pension schemes	16,190	19,041
	736,384	860,483

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

	2020	2019
	No.	No.
£60,000 - £69,999	1	1

The total employee benefits including Employer's NIC and pension contributions of the key management personnel were £255,995 (2019 £287,320).

The charity trustees were not paid or did not receive any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

Trustees' travel and subsistence expenses totalled £4,688 (2019: £5,075). 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:

	2020	2019
	No.	No.
Raising funds	0.6	0.7
Member Services	1.7	1.8
Promoting Social Inclusion	11.6	13.3
Advice and publications	5.2	5.0
Training and sponsorship	1.9	2.7
	21.0	23.5

The average number of FTE employees during the year was 18.3 (2019: 21.0).

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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 £	Total £
Cost			
At the start of the year	25,917	2,170	28,087
Additions in year	1,834	-	1,834
Disposals in year	-	-	-
At the end of the year	<u>27,751</u>	<u>2,170</u>	<u>29,921</u>
Depreciation			
At the start of the year	15,778	767	16,545
Charge for the year	5,741	613	6,354
At the end of the year	<u>21,519</u>	<u>1,380</u>	<u>22,899</u>
Net book value			
At the end of the year	<u>6,232</u>	<u>790</u>	<u>7,022</u>
At the start of the year	<u>10,139</u>	<u>1,403</u>	<u>11,542</u>

All of the above assets are used for charitable purposes.

10 Investments

	2020 £	2019 £
Investments at fair value:		
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>

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For the year ended 31 March 2020

11 Debtors

	2020	2019
	£	£
Trade debtors	198,417	201,194
Other debtors	12,788	14,310
Prepayments	45,445	46,688
Accrued income	300	10,550
	<u>256,950</u>	<u>272,742</u>

12 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	68,828	60,693
Taxation and social security	34,526	38,309
Other creditors	2,000	3,300
Accruals	59,741	31,963
Deferred income	176,148	195,562
CVA payments	80,000	80,000
	<u>421,243</u>	<u>409,827</u>

Deferred income

	2020	2019
	£	£
Balance at the beginning of the year	195,562	53,124
Amount released to income in the year	(195,562)	(53,124)
Amount deferred in the year	176,148	195,562
Balance at the end of the year	<u>176,148</u>	<u>195,562</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 £92,533 and for other projects and grants £83,615.

13 Creditors: amounts falling due after one year

	2020	2019
	£	£
CVA payments - due within one to two years	53,333	80,000
CVA payments - due within two to five years	-	53,333
	<u>53,333</u>	<u>133,333</u>

As detailed in previous accounts, the charity entered a CVA on 11 November 2014 with the PPF to commute the liabilities of the old defined benefit scheme. The total remaining liability is £133,333 and will be paid off at the rate of £80,000 per annum with the final payment being made in November 2021.

14 Pension scheme

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

Disability Rights UK
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15 Analysis of net assets between funds

	General unrestricted	Restricted	Total funds
	£	£	£
Year ended 31 March 2020			
Tangible fixed assets	7,022	-	7,022
Investments	6,057	-	6,057
Net current assets	125,135	94,991	220,126
Long term liabilities	(53,333)	-	(53,333)
Net assets at the end of the year	84,881	94,991	179,872

	General unrestricted	Restricted	Total funds
	£	£	£
Year ended 31 March 2019			
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)
Net assets at the end of the year	36,069	8,933	45,002

Disability Rights UK
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16 Movements in funds

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	At the end of the year £
Year ended 31 March 2020				
Restricted funds:				
DoH - Health and Wellbeing Alliance	-	60,000	(60,000)	-
Department for Education	-	160,000	(160,000)	-
Sport England - Get Yourself Active	-	139,409	(139,409)	-
West Midlands Combined Authority	-	12,500	(12,500)	-
Disability Action NI - DRILL project	8,933	86,284	(84,514)	10,703
DRILL 4 Nations project	-	16,404	(6,721)	9,683
Spirit of 2012 - Get Out Get Active	-	32,778	(32,778)	-
LEF - Right to Participate	-	4,500	(4,500)	-
Barrow Cadbury	-	29,000	(29,000)	-
City Bridge Trust - Bridge to Work	-	18,860	(18,860)	-
City Bridge Trust - advice work in London	-	8,750	(8,750)	-
DSA QAG	-	80,000	(5,395)	74,605
Total restricted funds	8,933	648,485	(562,427)	94,991
General funds - unrestricted	36,069	747,286	(698,474)	84,881
Total charity funds	45,002	1,395,771	(1,260,901)	179,872
Year ended 31 March 2019				
Restricted funds:				
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)	8,933
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)	-
Total restricted funds	5,790	681,826	(678,683)	8,933
General funds - unrestricted	19,290	788,356	(771,577)	36,069
Total charity funds	25,080	1,470,182	(1,450,260)	45,002

Purposes of restricted funds

Department of Health - Health and Wellbeing Alliance. We co-ordinate the user-led Win-Win Alliance consisting of Advont (formerly Change), National Survivor and User Network (NSUN) 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.

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.

West Midlands Combined Authority. To be responsible for co-ordinating and supporting the development and ongoing engagement with the West Midlands Citizens' Network, placing inclusive voice at the heart of the decision making process.

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.

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

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.

Barrow Cadbury. In financial year 2019/20 we were holding £28,000 from Barrow Cadbury Trust, deferred from the previous financial year. We also received £1,000 on submission of our final report on this project, which was to raise awareness and take up of social investment by Disabled People's Organisations (DPOs). We treated this as restricted income and spent £25,610 on direct delivery. The remainder was apportioned to project-related staff time and overheads.

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

City Bridge Trust - advice work in London. We received the first quarterly instalment of £35,000 per year restricted funding from City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628). The grant is towards the salaries, operating and management costs of the London element of our Independent Living Helpline and Members' Advice Line. The annual grant award will run until FYE 2025.

DSA QAG. In March 2020, we received a restricted donation of £80,000 from DSA-QAG, following that organisation's closure. The donation is restricted to work associated with assisting disabled students to enter and succeed in higher education.

Disability Rights UK
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17 Operating lease commitments

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

	Equipment	
	2020	2019
	£	£
Less than 1 year	553	553
1 - 5 years	415	967
	968	1,520

The lease relates to the photocopier which is for 5 years and runs until January 2022. The quartely 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 (2019 £68,400) plus VAT.

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 2020 (2019: none).

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