

REGISTERED COMPANY NUMBER: SC248467 (Scotland)  
REGISTERED CHARITY NUMBER: SC034247

Report of the Trustees and  
Financial Statements for the Year Ended 31 March 2019  
for  
Glasgow Disability Alliance

**COMPANIES HOUSE  
EDINBURGH**

**17 DEC 2019**

**FRONT DESK**



Key Professional Partnership Limited  
Chartered Accountants  
Statutory Auditors  
Suite 4F, Ingram House  
227 Ingram Street  
Glasgow  
G1 1DA

Glasgow Disability Alliance

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for the Year Ended 31 March 2019

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# Glasgow Disability Alliance

## Report of the Trustees for the year ended 31<sup>st</sup> March 2019



**Glasgow Disability Alliance**  
Confident Connected Contributing

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report, which is prepared to meet the requirements for a directors' report and accounts for Companies Act purposes, and financial statements for the year ended 31 March 2019.

The financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial reporting Standard applicable in the UK and Republic of Ireland (FRS102).

GDA is a disabled people's organisation (DPO) controlled by our full disabled members: 4689 disabled people and disabled people led organisations (DPOs) at end of March 2019. We also have a thriving network of Associate members: people, partners and allies who support our aims. GDA members are disabled people of all ages and with any type of impairment.

The mission is to build the confidence, connections and contributions of disabled people, recognising and building on talents and strengths. The GDA vision is that disabled people across Greater Glasgow can participate and be leaders in their own lives, connecting with each other and with opportunities and contributing to families, communities and wider society. GDA's community based programmes, events and activities support disabled people to do this.

As well as supporting disabled people and their organisations, GDA works in partnership with community organisations, public bodies and others to further the voices and priorities of disabled people within policy development, design and delivery, using a co-production approach.

## 1. Reference and administrative details

### Trustees

#### Office bearers

Convenor	Angela Mullen
Vice Convenor	Iain Montgomery
Treasurer	Morag Mackay

#### Member Directors

Jim Berrington – resigned Oct 2018	Professor William Hughes
Nancy Welsh (Birney) – appointed Oct 2018	Billy McFarlane
Alan Dick	Maureen McHugh
Bridie Gallagher – resigned Oct 2018	Helen O'Brien – appointed Oct 2018

**Company Secretary:** Tressa Burke

As the company is limited by guarantee, the financial interests of the Trustees in the company are identical to those of the members.

**Independent Auditor**

Key Professional Partnership Ltd  
Suite 4f, Ingram House  
227 Ingram House  
Glasgow  
G1 1DA

**Bank**

Bank of Scotland  
Sauchiehall Street Branch  
PO Box 1000  
BX2 1LB

**The officially registered charity office  
address is GDA's only premises and  
is located at:**

Suite 301, The White Studios  
Templeton Business Centre  
Templeton Court  
Glasgow G40 1DA

**Registered Scottish Charity Number:**

SC034247

**Private Limited Company number:**

SC248467

## **2. Governance, Structure and Management**

### **Governing Document**

Glasgow Disability Alliance is governed by its Articles of Association. (The company constitutes a Company Limited by Guarantee.) These were initially adopted in 2003 and revised most recently on 9<sup>th</sup> October 2015. The Articles are reviewed Annually by the Board for compliance with reference to our Charity Solicitors to ensure ongoing fitness for GDA purpose and direction.

### **Election and Appointment to the Board**

There were 9 serving board members during this reporting period. The Triennial Meeting took place on 16<sup>th</sup> October 2018 at which the two longest service Directors stood down and resigned their positions. The membership formally appointed two new Directors to these vacant places and there was no election, as the number of nominees did not exceed the places available.

The full process for election and appointment of directors is set out in the Governing Document, a summary of which follows:

- The maximum number of directors is 11, with a minimum of 7 member directors and maximum of 4 co-opted directors.
- Full members of GDA may stand for election to the GDA board in accordance with the procedures as set out in the Governing Document.
- The GDA membership elects Member directors at a triennial general meeting. The Governing Document outlines the voting process.
- The rules, as set out in the Governing Document, allow the board to appoint co-opted directors to fill a vacancy or skills gap at any time between elections. Co-opted directors stand down prior to each triennial election.

### **Governance**

GDA members democratically elect the Board i.e. the Governing body. GDA Board had ongoing Governance support and training over the last year.

All new board members have a one to one meeting with the CEO and Convenor as well as an initial induction training session. Regular training on governance and equality issues is provided to board members to enable them to being fully informed and equipped to fulfil their legal obligations and perform effectively as charity trustees, including managing risk. This includes one to one support for newer Trustees from an independent Governance Consultant. Annual performance reviews are conducted with each board member and with the board collectively.

All trustees complete an annual declaration of interests, skills audit, code of conduct and training needs analysis to identify areas for development. Declarations and conflict of interest is a standing agenda item at each board meetings.

The board meets a minimum of 4 times per year, with additional subcommittee meetings and working groups in between. There were 4 office bearers until the Triennial Meeting on 16<sup>th</sup> October 2018 - Convenor, Vice Convenor, Treasurer, and Vice Treasurer. At the first meeting of the Board following the

Triennial Meeting, 3 office bearers were appointed - Convenor, Vice Convenor, and Treasurer. The Board agreed the Vice Treasurer role was no longer required.

The Board appoints the Company Secretary and the CEO holds this position. Standing committees are Resources and HR, Governance and Executive committees. The CEO and Finance Manager attend both of these as do the Convenor and Treasurer amongst other Trustees.

Currently, experience on GDA's Board includes: social work, education and Higher Education, industry, local authority and other Third Sector organisations. Additional skills and expertise includes:

- ✓ Leadership including management
- ✓ Governance
- ✓ Strategic planning
- ✓ Employment Law/Personnel/HR
- ✓ Finance and finance management
- ✓ Risk Management
- ✓ Project management including project/programme design, performance management, staff development, setting budgets, reporting and compliance
- ✓ Knowledge of GDA key work areas: Community Development, Lifelong Learning, Equalities and Human Rights, Further Education, Higher Education, Research, Employability, Social Work Services, Self-Directed Support, professional advice, information and support to and for disabled people, Community Empowerment, Health & Social Care Integration, younger disabled people, older disabled people and LGBT disabled people
- ✓ Compliance with various legislation and regulators e.g. Employment Legislation, Companies House, OSCR, Health & Safety, GDPR
- ✓ Funding and fund-raising
- ✓ Managing external relationships
- ✓ Personal lived experience of disability and related barriers faced
- ✓ Equalities, Independent Living and Human Rights

Board and governance are an ongoing endeavour with the GDA Board going through regular training and support to carry out their role effectively. An extensive Governance Review was carried out in 2018 prior to and following the Triennial General meeting and this included a review of GDA's Articles of Association,

*"Governance arrangements are regularly reviewed including GDA's own Articles and related policies. These have been reviewed by the Board during this year and found to be fit for purpose. The Board has overhauled its election processes prior to the Triennial meeting in 2018. There has also been attention paid to independent training and support for the Board including one to one support for new Trustees and refreshing Governance in relation to legal duties and compliance. The Strategic Risk Register has been adjusted and reviewed regularly to enable to Board to mitigate and manage potential risks", AMG Training & Consultancy 2019.*

## **Risk Management**

The Trustees regularly review the major risks to which the charity is exposed and put in place systems for risk mitigation, notably through the maintenance and regular review of a Strategic Risk Register. Particular regard to the risks associated with managing multiple funding awards and organisational sustainability was given again in this financial year.

The GDA Board regularly reviews the Strategic Risk Register and this is a standing item at Exec meetings and presented for discussion at every second Board meeting. The CEO reviews this risk register ongoing with senior staff and the Convenor and reports to the Exec, full Board and any other sub-groups or committees as required.

The Board Reviews the Articles of Association annually for sense- checking against any potential lessons learned as a result of implementation.

## **Membership**

- Full membership of GDA is open to disabled people aged 16 or over who are resident, attending school, further education or working (including unpaid work) in Glasgow and who agree to support the aims and activities of the company.
- Organisations controlled by disabled people, which operate in Glasgow (and are incorporated bodies) can apply to become members of GDA.
- Junior membership is open to disabled people aged 11 – 15. Junior members are not permitted to stand for election to the board, or vote at any members' meetings.
- Associate membership is open to any individual or organisation not meeting the criteria for full membership but wishing to support the aims and activities of GDA.
- Associate members are not permitted to stand for election to the board, nor are they permitted to vote at any members' meetings. Associate members may be co-opted to the board in accordance with the Governing Document.
- As of 31<sup>st</sup> March 2019 there were **4689** full voting members of Glasgow Disability Alliance.

## **Operational structure: Management**

The CEO has overall oversight and management of:

- Staffing: Managing the People- e.g. recruitment and selection, team-working, involvement in decision making, ensuring skills, knowledge and training- development and growth , performance management, resource planning, time management, work quality and quantity, innovation and change;
- Delivery of work- clear targets, adequate resources, planning and action planning, good systems and procedures, clear standards and expectations, monitor quality & quantity of work, manage improvement and manage change.
- Information and communications- internally and externally, including decision making, data collection and storing information;
- Finance and material resources including finance planning and monitoring, financial controls, fund-raising and relationships with funders, premises, equipment and materials
- External relationships with partners, funders, liaising with other orgs, funders, Scottish Government, all media and PR and lead spokesperson representing GDA
- Strategic Planning- sustaining vision, direction and leadership and ensuring shared core objectives and systems to track progress. This is also a key focus along with the Board and GDA CEO meets the Convenor once every 6 weeks, which ensures that reporting, and accountability is monthly when all meetings are considered.

The Depute CEO assists with aspects of overall strategic management and co-ordinates and delivers projects, leading on work with young disabled people.

The Finance Manager manages robust processes around financial processing, reporting and management systems and works closely with the CEO on budget analysis, planning and reporting.

The Senior Management Team (SMT) has responsibility for delivery of GDA projects and programmes. Development Managers support staff day to day and through Support and Supervision on a monthly basis as well as Team meetings and Action Planning sessions.

The Board and Staff jointly attend Annual Away Days for planning and development.

### **Structure and staffing of Glasgow Disability Alliance 2018-2019:**

Linda Algie	Finance Manager [p/t]
Charlotte Bamford	Development Assistant (from June 2018)
Tressa Burke	Chief Executive Officer
Ruth Hart	Community Development Coordinator
Alison Hill	PA to Chief Exec [p/t]
Laura Keogh	Administration & Finance Officer (from February 2019)
Richard Leckerman	Development Coordinator Social Care [p/t] (from February 2019)
Ian MacCorquodale	Welfare Rights Officer (from October 2018)
Cara MacDowall	Communications and Policy Officer (February 2019)
Lynn McEwan	Office Manager (from May 2019)
Isla McIntosh	Community Development Manager
Noreen Paterson	Development Officer (until June 2018)
Sylvia Pearson	Development Officer (until April 2018)
	Admin Officer (temp - until August 2018)
Hannah Reynolds	Development Coordinator (from February 2019)
Marianne Scobie	Depute CEO
Brian Scott	Development Manager
Siobhan Smith	Welfare Rights Officer [secondment] (from September 2018)
Nadia Stuart	Development Officer [p/t] (from October 2018)
Sandra Stuart	Development Manager
Naheem Waheed	Administrator (temp – until April 2018)

GDA also has a range of volunteers including the Board of Directors, Purple Poncho Players, Drivers for Change, Star Club Committee members, Young Drivers, LGBTQ and BAME Network members: we are grateful for their ongoing talents, efforts and contributions.



### 3. Outcomes, Objectives and Achievements

A full descriptor of the company's objects are contained in the Governing Document, a summary of which follows:

- To relieve the needs of disabled people within Glasgow and surrounding areas by providing or encouraging the provision of services which will improve their conditions of life and facilitate their active participation in society.
- To advance education, in particular in the field of disability equality.
- To promote or provide training in skills of all kinds, particularly those which will assist disabled people, and/or those who support them, in pursuing independent living and social inclusion.
- To relieve unemployment in ways thought to be fit, including assistance to find employment.
- To promote, establish or operate other schemes, in furtherance charitable purposes, for the benefit of the community within Glasgow.
- To do so in the manner which reflects the principles of equal opportunities, a policy of non-discrimination and the social model of disability.

#### Mission and Vision

GDA's vision is that disabled people can participate fully in their own lives, communities and wider society, with the support they need and with choices equal to others.

The mission is to build the confidence, connections and contributions of disabled people, recognising and building on talents and strengths. GDA is committed to delivering equality, rights and social justice for disabled people.

#### Organisational Outcomes

- Disabled People of all ages have increased aspirations, improved knowledge, skills, confidence and capacity for reaching their potential.
- Disabled People are better connected to their communities (including other disabled people), are better able to cope, to make choices, participate and contribute.
- Disabled people have stronger voices to make decisions about their own lives and inform services about their aspirations and needs, accessing the support they need for self determination and independent Living i.e. practical support to live their lives.
- Public Partners, Scottish Government and Glasgow City Council have increased understanding of disabled peoples' needs, aspirations, barriers faced and action required to remove these so that they are better able to plan policies and services which meet needs and deliver human rights.
- GDA is a strong, efficient and effective organisation and a resilient and supportive community offering networks of and to disabled people.

#### Objectives

GDA's mission and outcomes have been delivered broadly around 5 critical and interrelated objectives which increase disabled people's life chances, raise awareness and tackle inequality:

1. To engage disabled people who are traditionally labelled “hard to reach”.
2. To deliver programmes of learning, development, one to one coaching and collective capacity building activities using peer support and asset based approaches.
3. To build voices of individuals to increase confidence, self-determination and participation and to contribute strategically these collective voices to the development of policies and services which affect disabled people.
4. To provide accessible information, signposting, referrals and access to services and, via the Rights Now project, provide Welfare Rights information, learning, advice and representation.
5. To work collaboratively with others through partnerships & coproduction: working together, working differently, being leaders and demonstrating innovation and a culture of learning.

## **Strategic Review and Development**

Alongside delivery, the organisation has developed GDA's own health by building the capacity of the Board and Team in relation to strategic planning, governance, innovation, change and sustainability.

The Board has continued to undertake training and development around Governance and related responsibilities and this is an ongoing, dynamic process.

Expert input on Governance from AMG Consultancy during 2018-19 supported GDA's Board to ensure maximum standards around Governance oversight and decision-making. This involved a review and updated governance process and arrangements including:

- ✓ Reviewing Articles of Association
- ✓ Board election process
- ✓ Board representation and skills audit
- ✓ Board Annual Review process
- ✓ One to one coaching for Board members
- ✓ The Nolan Principles of Public Life:

1. Selflessness
2. Integrity
3. Objectivity
4. Accountability
5. Openness
6. Honesty
7. Leadership

The GDA Board regularly reviews and refreshes the Strategic Risk Register to consider risks and mitigation.

The Board met with staff and the Senior Management Team for strategic review, planning and implementation. The areas covered have ensured that involving disabled people remain at the heart of strategy and included:

- review of successes and impact, areas for development and plans for the future
- examination of the financial outlook including risks, mitigation, fundraising strategy and reserves
- Reviewing Internal Systems including Financial Management
- Reviewing and developing Staffing Structure and Delivery Model in light of funding changes
- Reviewing Articles of Association in light of any learning throughout the year
- Funding and Fundraising Plan building on the newly established Core and ongoing consideration of grants, trusts and potential models of Income Generation
- A review of values and core mission and re-stated commitment to ensuring that fundraising is consistent with these values
- Communications, Identity and reviewing Website and social media strategy
- Stakeholder Involvement around various partnerships including national and Glasgow based policy work
- Ongoing review of GDA's strategic plan and direction
- SWAT and PESTLE analysis
- GDA target "market" and income/fundraising strategy
- Ongoing Member engagement and involvement through variety of means- evaluation focus groups, Drivers for Change, Purple Poncho Players, Young Drivers, BAME Disabled people, LGBTQ+ Disabled People, GDA Star clubs for Older Disabled people etc

In addition, the Board have ongoing input and training opportunities around equalities and human rights, which is an area of specialism held by GDA senior Staff and Board members themselves.

## **4. Achievements and performance**

### **Charitable activities and disabled people**

A summary of key activities and achievements 2018 – 2019 is as follows:

- 1032 disabled learners supported from age 14-102
- 5000+ learning opportunities- an average of 5 per person
- 550 new members engaged
- 5000+ reached through postal mailings (less than a third of members have access to broadband and IT)
- Over 1000 disabled people supported to attend events
- 261+ days of learning activities and events delivered
- 85 taster activities

- 16 longer term Programmes
- 8 Performances of Purple Poncho Players
- 15+ GDA events held with and for disabled people
- 10 partnership events delivered
- 7 community clubs supported
- 108 disabled people received personal development coaching
- 45 disabled people received 1-2-1 employability coaching support
- 600+ disabled people brought together with services
- 20+ Peer Support networks supported
- Daily website updates
- 2500 Facebook likes
- 5000 Twitters followers by 31.03.19
- 12 Newsletters
- 10+ films produced (including 8 by young disabled people)
- 14 E-Bulletins sharing learning and information
- Over 100 partnerships: policies and services influenced across a range of areas
- **4689** members by 31.3.19

### **Charitable activities and Policies, Service Design and Decision Making**

#### **Examples of GDA's strategic policy, service and decision making links across Glasgow developed or continued in 2018-19:**

- Adult Protection Committee and User group (GCC social work)
- Byres Road and City Avenues redevelopment – City Deal / GCC
- Everyone's Children (citywide GIRFEC third sector programme)
- Glasgow Centre for Inclusive Living (links to board and variety of working groups)
- Glasgow City Plan – Glasgow Community Planning Partnership
- Glasgow City Council- Employability
- Glasgow Housing Association (and many other local Housing Associations)
- Glasgow HSCP Disability and Older People strategic and planning groups, plus related subgroups

- Glasgow Life
- Glasgow PB Co-production Working Group
- Glasgow PB Local Area input:
  - Calton
  - Milton
  - Pollok
  - Pollokshields
- Glasgow Third Sector Interface
- Glasgow Youth Work Partnership
- Glasgow 2018 European Championships – various working groups
- Hate Crime Action Group and Working Group
- NHS School Nurses team
- Poverty Leadership Panel and related subgroups
- Third Sector Forum and Exec group
- Visit Scotland – Glasgow Accessible Tourism Plan / Accessible Glasgow
- Volunteer Glasgow
- Wheatley Group

**Examples of GDA's strategic policy, service and decision making links across Scotland impacting on Glasgow's disabled people in 2018-19:**

- Disabled People led Organisations (DPOs) Policy Officers Group
- Human Rights Consortium
- Inclusion Scotland (board, policy and working groups)
- National PB Working Group
- Scottish Community Transport
- Scottish Government -Disabled Children and Young People Advisory Group
- Scottish Government – Disability & Carers Benefits Expert Advisory Group
- Scottish Government- Disability Employment Action Plan
- Scottish Government- Hate Crime, Prejudice and Community Cohesion

- Scottish Government – Local Governance Enabling Group
- Scottish Government – National Advisory Council for Women and Girls
- Scottish Government - Social Security Agency
- Scottish Independent Living Coalition- DPOs across Scotland
- Scottish UNCRC Concluding Observations
- Year of Young People 2018 – various groups
- Volunteer Scotland (board and other strategic links)

## Impact

An Independent evaluation found six critical factors for GDA's success. These fit with our guiding principles of Community Development and Human Rights, and are embedded in all our work:

- ✓ **Community development approach:** including supporting people to come together, build on strengths by developing knowledge, skills, confidence and connections and prioritising the issues that matter to them. GDA supports disabled people to work with others to tackle discrimination and inequality and bring about positive changes in the lives of disabled people- starting from the premise that those who face the consequences of inequality should be involved in leading the change needed to tackle these.
- ✓ **Peer Support and understanding disabled people:** . By listening to and understanding the needs of disabled people, GDA supports people to overcome those barriers . GDA provides safe spaces for people “in the same boat” for sharing experiences, exploring barriers and deconstructing inequality, creating positive identity, building self-worth, social networks, wellbeing & resilience.
- ✓ **Building Social Capital: building valuable relationships and connections,** strengthens and empowers disabled people as individuals, and as a Community of Interest.
- ✓ **Trust:** Shared understanding of barriers & inequalities with GDA Board, staff and other members– this Community of Interest enables disabled people to feel safer, more connected, more positive about life and empowered to effect change.
- ✓ **Meeting Access Needs:** We provide Access Facilitation consistently, which inspires confidence and underlines trust - transport, accessible venues, interpreters, note takers, cognitive support, and equipment.
- ✓ **Policy Influence and partnership working:** impressive range and scope of influence, influencing policy through involvement nationally and in Glasgow. Disabled people's human rights and voices fed into policy and service developments across a range of areas. (as noted above)

**GDA's methodology** is nonlinear and multi-layered; offering commitment-free opportunities to learn, meet others and have fun. Valuable peer support and in-depth programmes strengthen trust and shared understanding. Aspirations, strengths, talents and life-goals are developed via programmes of group and 1-2-1 coaching. Individual and collective identities foster a spirit of trust and mutual support, with a sense of purpose and belonging. Through this sense of shared belonging, many participants choose to 'give

something back' by joining GDA's Drivers for Change where they can make contributions to consultations, get involved in policy development dialogues, share their lived experience with others, including via the media. This methodology is Community Development in action – supporting people to take the lead in identifying and challenging the barriers they face and demonstrating the transformative power of recognising people as assets.

**We deliver our Rights Now project using the same approach** – something rare in the field of Welfare Rights. The project includes accessible information, learning sessions, talks to groups, home visits, consistency of adviser, appointment based support – all with transport, personal assistance and communication support built in where necessary. A short film about Rights Now is available on our website: <http://gda.scot/our-community/video/1740/rights-now-project>

The methodology described above has contributed significantly to promoting social inclusion and tackling inequality for example, in the past year:

**Award winning:** In March 2019, our work to support and include Deaf people was recognised in the annual Scottish Sensory and Equality Awards, where we won the “Outstanding practice, innovation and dedication to sensory loss and inclusion” Award. This recognises our commitment to actively include Deaf/Hard of Hearing people in all of our activities. We provide BSL and electronic note taking communication support at all our large events as standard and on request at learning workshops. We use BSL and subtitling on all our short films. We produce short BSL info films to promote our events and provide information.

**Over 5000+ individual disabled people** over Greater Glasgow directly receive our learning and information bulletins in the format they require – including standard hard copy, larger print, MP3 audio, data CD, Braille and via email. The bulletin is sent to every hospital, GP practice, social work office, and other organisations that support disabled people and hundreds more are distributed via information stalls and postal information packs to prospective new members. All of our information is promoted online and via social media. This wide-ranging communication strategy means we reach a significant section of the population otherwise excluded from directly receiving information.

### **Supporting Intersectionality**

**Our Disabled LGBTQIA+ network** continues to be developed, led by a small core group who organise and support group events. These core members were supported by a disabled community development degree student, the group delivered a programme of events, activities and learning sessions for the disabled LGBTQI+ peer network, including information stalls and learning sessions at Free Pride/LGBT safe space events and specific consultation sessions for Participatory Budgeting and the new Scottish Social Security Agency.

**BAME disabled people's network:** in response to feedback from BAME members, we supported the development of a BAME Disabled People's Network to identify their particular issues, barriers and how we can better meet their needs. Representatives from this group are supporting the development and delivery of resources and activities, acting as informal interpreters and advocates, and helping us to make links with more BAME organisations, which will enable us to reach and support more BAME disabled people.

**The Chief Executive sits on the First Minister's Advisory Group for Women and Girls** and consequently we have a peer network of disabled women and girls who feed into conversations and focus groups to support the CEO's role. We have supported members of this network to attend the FM Circle events, which support wider groups of women and girls to come together from across Scotland, to network, share experiences and influence policy.

**We utilised additional resources and media interest in the 2018 Year of Young People to promote our work to young disabled people and agencies that support them.**

Our whole staff team have worked hard to bring the experience, needs and voices of young disabled people to strategic partnership groups, and where appropriate, support young people themselves to participate in their own right. Some key examples this year have included:

- **Year of Young People Equalities and Participation working groups:** senior staff have attended these and fed in ideas and experiences to ensure accessibility of events and participation opportunities for young disabled people.
- **Disabled Children and Young People Advisory Group (DCYPAG):** GDA is a partner in this Scottish Government advisory group which brings together leading organisations to advise SG around issue of policy that affect YDP. In particular, the development of the National Framework has been a key piece of work of this group.

DCYPAG wished to more directly connect with YDP themselves, so GDA, along with ARC, NDCS and Enable to bring together a national forum of young disabled people. During 2018-19 there were 3 meetings of this group, in Glasgow, Edinburgh and Dundee, which involved SG reps coming together directly with YDP at events planned and co-facilitated by YDP themselves. 15 young GDA members participated in this work.

- **GDA's Young Drivers for Change:** young disabled people expressed a wish to join in more 'political' and campaigning activities. We held events to enable young people to develop their skills in a safe space, build further confidence and provide opportunities to link in with DFC if/when they want to.
- **YDP consultation opportunities:** A series of consultation events with young disabled people enabled them to feed into a variety of Scottish Government policy issues that affect them, including the Framework, 'Whole School Approach', 'Death, Dying and Bereavement Services', 'Online Abuse' (for UK Govt). YDP also participate in the wider consultation events described elsewhere in this report. We also ran sessions with young people as well as separately with parents in relation to the new Scottish Social Security Agency.
- **YDP Summit:** Our Youth Summit was held on 29<sup>th</sup> November 2018 to Celebrate International Day of Disabled People and bring our Year of Young People activities to a close. Young people chaired the event and spoke about their issues and helped to facilitate round table conversations to gain the views of wider groups of YDP. As well as an accessible 'prom' event after the conference, there were a range of workshops for parents/carers including Welfare Rights, Skills Development Scotland, ILF, Self Directed Support and relaxation therapies.

Access to additional resources meant that we could meaningfully involve a group of Young DfC members in the co-design and delivery of the event, with planning sessions, 1-2-1 and group coaching, practical sessions and links with agencies. Young people also developed and made a series of short case study films for this event, which can be viewed at <https://vimeo.com/359082459>

**Securing ongoing funding has enabled us to deliver our capacity building courses to 1032 disabled people in community venues throughout the city.** Wide ranging topics include a mix of academic, skills development, physical activities and arts based activities. All learning, events and activities are fun and fully accessible to disabled people of all ages, abilities and impairment types. We find intergenerational learning a key way to enable disabled people to learn from their peers and discover role models related to experiences rather than age, e.g. meeting others who use social care services, or facing similar impairment related barriers regardless of age e.g. benefits cuts and access to information.



**Tackling Poverty:** Our free activities and related access facilitation mean disabled people, who are more likely to experience poverty, can participate without the stress of having to meet any costs. We tackle food poverty by always providing free refreshments and quality lunches and regularly run workshops around low cost healthy cookery, as well as direct referring people to income maximisation services (including our Rights Now project), debt advice services, home energy support services, and when necessary, local Foodbanks – we are a registered Foodbank referral agency.

**108 disabled people were supported via 1-2-1 personal development and coaching.** Such intensive programmes are highly successful in enabling disabled people to further raise their own expectations of themselves and work together with others to remove barriers to participation and moving forward in their own lives. Some examples of action planning were as follows:

- Support to explore social care needs, options and services
- Support to apply for ILF Transitions Funding- young disabled people
- Facilitator training
- Support to speak out at events to share lived experience
- Support to explore barriers, priorities and key messages to be shared
- Getting support to apply for accessible housing
- Being supported to investigate potential barriers and solutions to learn to drive.
- Building skills and experience for work, via volunteerings and developing life skills.
- Learning to swim, ride a bike and generally be fitter and healthier.
- Building confidence for work, learning how to complete application forms, put together a CV and try out interview skills.
- Building confidence to plan journeys, go out and about in Glasgow and join community clubs.
- Intensive support to small groups from GDA community clubs to become a self-supporting group.
- Support to undertake action research in local communities
- Support to apply for local PB monies and then run community event when funding awarded.

**At least 45 individuals received intensive support through multiple 1-2-1 sessions in relation to employability support.** This was generally very intensive, requiring several phone sessions as well as face-to-face meetings, including support to navigate job searches, complete application forms and practice for interviews.

**Working Together for a Fairer Glasgow** Quality Standard for Employability Services. Building on our employability expertise, we were a key partner in this work which involved establishing a co-production group to ensure that those with lived experience of being supported by employability services or of looking for support to find employment, are involved in the accreditation and assessment of the Quality Standard. The coproduction opportunity involves support and training to be involved. It includes access audits of services and working with other organisations such as One Parent Families Scotland; Homelessness; Drug/Alcohol Services etc.

**Tackling and preventing loneliness and isolation:** Key drivers for GDA are tackling isolation, building connections, strengths and capacity of disabled people and promoting and supporting the participation of disabled people – in their own lives, the lives of their families and that of their communities.

Our own research tells us that around 90% of GDA members said they felt lonely and socially isolated before they joined the organisation and 17% felt they didn't have support to participate in their communities:

*"Before I joined GDA, I was stuck in the house, with nothing to do, nowhere to go and nothing to look forward to. Now the help is there to let me attend"*

*"I've been so lonely and isolated. Now I have friends and have things to look forward to. I'm more aware of what's going on, what my rights are and feel better able to cope and take positive action."*

*"Becoming a double amputee devastated me and my family. Now I feel I am getting somewhere, feeling able to cope, gaining confidence and skills and also making new links with people and services that help me move forward."*

Our multi-layered approach makes a substantial contribution to GDA's overall priorities as we not only support disabled people to become active participants, but at the same time, we bring disabled people and service providers / decision makers together to work to identify, remove or reduce barriers to inclusion. Thus, there are both short-term actions and longer-term solutions delivered.

**The impact on individuals perfectly illustrates that the support provided to disabled people not only builds confidence, but inspires, re-engages and motivates them to carry on, leading their own personal journeys, feedback from disabled people illustrates:**

*"It's given me confidence to try other local groups i.e. walking group and an exercise group. Also I had never used a bus before coming GDA but someone there encouraged me to try and I did go on a bus about 3 weeks ago which was a great achievement for me."*

*"Loved my day at Toryglen woods. I really enjoyed how well the day had been planned and was great to feel relaxed, outdoors and back in touch with nature and to feel so comfortable with a group of strangers. It was a very inclusive day. I have more confidence - Met new people, made me want to be more active!"*

*"I have developed more awareness about looking after my mental health and I've been telling friends some of the skills learned on the course. I learned how important it is to try to stay in contact with people, try to join groups like GDA. Speak to someone, try to share. Some things cannot be changed but your attitude can."*

*"Since joining the GDA I've met up with a dear friend I'd lost touch with, after 40 years! We have now managed to stay in touch. Been out for meals and she met with my sister and we visited my home town again in Dumbarton together."*

*"I feel more able to cope. February is a difficult month for me but I intend to use Reiki and Aromatherapy to help me face a difficult time. I'm getting more interested in life again and looking into voluntary work."*

*"I had such good fun today. Laughing with others and writing a fun song together. We got on really well and learned new skills."*

*"I'd never been on a bike in 30 years and my friend in 15 years! We had a brilliant time trying out bikes that suited us and we felt happy, free and had so much fun. We're definitely coming back and I'd love to bring my family along to try it out too – it would be great to do something together."*

## **Impact on the Wider Community**

**In utilising so many community based resources, GDA contributes immensely to the economy in the city, in particular supporting many small businesses, such as community centres, catering companies, private tutors, learning providers, taxi companies and care agencies.** In addition, due to the increased confidence and capacity of disabled people, they are themselves more economically active – participating in leisure and learning activities, as well as using services they may not have used previously. Thus the overall cost-benefit analysis of the financial impact on the wider community due to investment in GDA by funders is incredibly positive.

**As well as the strategic partnership links listed above we have a wealth of connections to a wide range of community organisations, and along with a vast network of tutors these act as our Delivery Partners**, who provide information, support, learning and cross referrals to/from GDA. Via our information stalls alone, we have brought information / face to face support from 60 different organisations, directly to disabled people, e.g. DPOs, such as GCIL, Inclusion Scotland and support organisations, e.g. Flourish House, Headway, Arthritis Care, GAMH, SAMH, Breathing Space, Dates n Mates, Enable, Paragon, and so on. We also connect with Housing Associations, Supermarkets, local media, local businesses and faith organisations.

**As an organisation grounded in community development, GDA actively seeks out partnerships across communities (of place and interest), across Glasgow and across Scotland.** Without these partnerships, identifying, challenging and removing barriers to disabled people's participation would be impossible.

With over 100 partnerships, including around 25 intensive working partnerships at any one time, GDA is a well-connected organisation. Our CEO, Depute CEO and Development Managers regularly attend and lead on various pieces of city wide and national strategic work.

We also seek partnerships via creative routes, e.g. via Facebook communities where we have made useful links with community organisations, tutors, venues and events. Through this and other social media channels we promote our work and support the work of others and this is an increasingly popular way to reach new members too, although we still recognise that a vast percentage of disabled people remain digitally excluded.

GDA has maintained and developed meaningful, reciprocal partnerships, connections and networks with organisations across the city and at the national level. Public Sector strategic partner organisations commented on the impact of the connected approach: e.g.

*"We want to work with some GDA members and learn how to make our services better by removing the barriers they have helped us identify." Housing Association Manager.*

For GDA, the difference comes not only in the increased confidence and personal achievements of disabled people, but also our organisational confidence that the capacity building activities brings credible and meaningful learning from these directly to decision makers and service providers. Not only do partners benefit by the variety of connections to disabled people and to each other, but also because GDA provides specialist Masterclasses, consultancy and facilitation that enables organisations to develop, or improve, their own capacity to support disabled people's engagement. The impact of this increased level of confidence results in improved services for disabled people.

**100% of partners who completed feedback requests have expressed satisfaction in working with GDA and report their experiences of joint working to be 'extremely helpful'.** Examples of recent feedback includes:

*"I thoroughly enjoyed the day and the programme of events were first class. I managed to speak to some of the PPPs and thanked them for a wonderful performance. Enlightening, emotional and very well performed – they were great! The speeches were very informative. Thanks for the invitation – we had a lovely time!"*  
Margaret Gorman, Post School Careers Adviser, Skills Development Scotland.

*"I learned so much about how to really involve disabled people and how to listen to what they have to say. I was very impressed by the techniques used by GDA, including using peer facilitators and how the questions were worded and feedback organised, like using colour coded questions and giant post-it notes. Also, I realise that it's not all about what we need from disabled people- the relationship needs to be*

*reciprocal. Not only do I have a better understanding of their needs, but I know a lot more about how to hear their views in future.”* (public sector partner)

**City Avenues Regeneration project:** we have become a lead partner in the work to make the consultation and engagement process of the multi-million-pound redevelopment of the city centre “Avenues”. Following on from our excellent partnership-working role with Byres Road redevelopment, the lead officer from GCC has made a commitment to work in partnership with GDA in relation to all the various “Avenues” projects across the city. This is a major piece of work, bringing together a multitude of partners and lobby groups across the city, with all the related tensions and conflicts expected. We have supported over 80 disabled people to participate in this work.

**Scottish Social Security Agency:** We have supported hundreds of disabled people to contribute lived experience and ideas to feed into the development of the new SSSA – in terms of the financial assistance and in terms of the services and physical buildings the SSSA may operate from. This also included feedback on the recruitment and employment of disabled people. Our Drivers for Change and smaller focus groups have participated in more detailed work around development and testing and this work continues into the coming year.

**Participatory Budgeting:** we have delivered large and small events, including community based events to support disabled people to engage in national, citywide and local PB work over the year. We supported work in 4 pilot local pilot areas in Glasgow – Canal, Calton, Pollok and Pollokshields, with groups of local disabled people participating in information, learning and development sessions, including developing local bids to put forward at voting events. The Canal group was successful in securing funding for a local engagement event to be held in May 2019 in Milton.

**‘Eurocities Social Affairs Innovation Lab’** GDA was delighted to host a visit from international delegates attending the Eurocities Social Affairs Innovation Lab, held over several days in March 2019. Our site visit session “Hard to reach or easy to ignore?” explored the way GDA’s collaboration with Glasgow City Council and other partners is empowering disabled people in Scotland’s communities. The visiting delegates were also treated to a short performance at the official evening dinner reception by the Purple Poncho Players (PPPs), GDA’s drama group, a sub section of the Drivers for Change. Representatives from GDA attending various networking and formal learning sessions over the duration of the conference.

**International Forum on Quality and Safety in Healthcare with 1500+ international delegates:** The opening event held in the SECC featured a live streamed full performance of the PPPs, keynote address by GDA’s CEO, which was followed by the lead keynote speech from First Minister Nicola Sturgeon, who was experiencing the PPPs for the first time. The audience was greatly impressed by the content and the quality of the production which received a standing ovation, including from the First Minister who highlighted in her speech GDA’s model of peer support, participation and empowerment, *‘We talk a lot about Equality, Human Rights, dignity and respect, but I’ve never seen these things better expressed than by the Purple Poncho Players tonight. Communities doing it for themselves and in the lead’*. **FM Nicola Sturgeon, March’19.**

**In summary, GDA are:**

- **Regionally based with a national perspective-** Glasgow, West of Scotland- huge numbers of disabled people and those with long term conditions concentrated in our area
- **An exemplar and model of excellence of community development and capacity building**, building people, their capacity, connections and contributions including to help shape better public services
- **Able to respond quickly to local and national priorities, bringing disabled people's voices** together (in person, via social media and via staff expertise)
- **Unparalleled in breadth and depth of connections with allies and public bodies, meaning we are a conduit to/within/between disabled people** and accessible information, resources, expertise, opportunities, partnership working and referrals
- **Bringing disability equality expertise, disabled people's voices, involvement and practical support** to Glasgow City Council, Scottish Government, Glasgow Life, Housing Associations, Community Centres & businesses, Glasgow University, colleges and Third Sector.
- **Experts on pan-impairment / intersectional issues** – e.g. work with SCDC on National Standards; often we're the only disabled people / disability organisation / DPO at the table, being a lone voice in Glasgow because disabled people are so disconnected and isolated. Particular work around disabled women and girls, disabled LGBT, disabled older, disabled younger, disabled BME.
- **Well known and highly regarded for our quality responses** and approaches to partnerships around national / local policies affecting disabled people's lives – these are genuinely reflective of disabled people's voices and shaped by their meaningful involvement
- **Contributing to the wider economy across Greater Glasgow & Scotland**– of course in financial terms, but also in the added value resources of more confident and connected membership who are contributing to the economy via paid employment, volunteering, as consumers, as citizens.

## **5. Funding, Sustainability and Challenges**

**GDA experiences specific challenges around sustainability as we:**

- Experience a reflection of the inequalities faced by disabled people: lack of funding, access and participation, challenges with short-term funding, lack of steady core resources, hardened attitudes, disability and equalities is often an afterthought.
- Experience a simple but potentially harmful lack of "equalities competence" or "equalities literacy" i.e. a genuine lack of knowledge, skills and understanding about the complex nature of equality and the interlocking barriers: this can impact on both policy and decision making affecting the flow of resources.
- Are constantly working on sustainability and apply for funding to carry out projects which are short term funded but necessary to meet needs of disabled people facing isolation, austerity and cuts to vital services. It has been common that grants are awarded on a short-term basis, with funding allocated to specific posts within a delivery model. This brings a number of widely acknowledged challenges to the sustainability of third sector organisations. It can be challenging to recruit to short-term posts and when funding ceases, staff who have built up knowledge and experience can be lost. In 2018-2019, GDA lost two members of staff whose posts became redundant.
- Are faced with the incorrect assumption that community funding is for small and local orgs: yet GDA is a grassroots community of interest with thousands of members living in communities which are not accessible to them and which they do not feel part of.

- Are often excluded from funding sources due to capped turnover being applied in eligibility criteria which doesn't account for the reach and scale of our delivery.
- Need to persuade funders and policy makers to take positive action in regulation to allowing necessary access facilitation costs when setting guidelines on "average grant awards". Otherwise, compared with non disability organisations, GDA would be treated less favourably as our Access Costs push applications above the limits which non disabled organisations require and can make GDA look less competitive. This potentially has the unintended outcomes of both funding more and more projects which disabled people can't easily access in communities (because access costs aren't thought about) *and* NOT funding the projects where they ARE factored in because they seem too expensive.
- GDA therefore has a role to "educate" funders and policy making in relation to funding which is a fine line to be balanced and which is flagged on our Risk Register.

**Institute for Voluntary Action Research (IVAR)** an independent charity that works closely with people and organisations striving for social change published evidence and research that shows:

- Tackling poverty and disadvantage is a long-term endeavour.
- Working with extremely disadvantaged people necessitates making a case to funders so people who cannot afford to pay for services/programmes, get the help they need. This is essential core funding.
- Ultimate sustainability is the people themselves: whose lives change and improve as a result of GDA programmes - choice and control over their lives, achieving training, learning, volunteering, socialising, employment and independent living, supported by vital services. This empowers and improves lives beyond the project. The report

Despite evidence, challenges with sustainability remain. **"'Hard to reach' or 'easy to ignore?' Promoting equality in community engagement"** demonstrates challenges facing equalities organisations, *"Groups that have been known in the past as 'hard to reach' are now more appropriately recognised as 'easy to ignore'... due to the complexity of their situation, the difficulty of forming a solution and a lack of understanding from governments, organisations and programmes... Communities are now recognised to exist beyond geographical areas therefore more needs to be done to tackle the inequalities faced by communities of identity and interest"*, **What Works Scotland**.

A Fairer Scotland for Disabled People, recognises that the usual starting point is often to miss disabled people and other equalities groups out, and "add on" later, by which point they are already too far behind.

A Fairer Scotland for Disabled People Action Plan therefore seeks to address this inequality and level the playing field by deploying additional resources and targeted approaches, to ensure that disabled people can play a full part in their own lives and communities, taking advantage of opportunities such as employability, education, and participation. In this way, disabled people can have much greater participation alongside other communities- including over decisions that affect them. This has enabled funding towards GDA's Core through our Intermediary Project as well as our Scottish Government funded Projects where access costs have been recognised as vital.

Similarly, Glasgow City Council has pioneered "Community of Interest" equality approaches to PB by funding GDA to lead on this work. In addition, Glasgow City Council funded the Rights Now project, enabling a financial gain for disabled people; the project from September 2018– March '19 secured projected financial gains totalling **£379,556** on behalf of 188 individual clients. This total is comprised of any backdated arrears awarded, and 52 weeks expected income for each individual client of the service. This is money straight into the pockets of disabled people.

GDA's methods and approaches mitigate barriers avoiding the usual starting point of missing disabled people out and "adding on" later to ensure that they are not left behind. **By providing necessary access and intensive support, GDA ensure the successful inclusion of disabled people and work to build their confidence, connections and capacity to contribute and participate.**

Ultimately, sustainability is the people themselves and their ongoing connections and support which enable them to cope beyond GDA projects: their lives change and improve as a result of GDA programmes and they report increased choices and control, connections, confidence and ability to make contributions to their families, communities, workplaces and to wider society. This empowers and improves lives beyond any project.

## **Funding Journey**

Since 2006 and for many years, the Big Lottery funded the majority of GDA activity and GDA faced significant challenges with its sustainability – mainly because the Big Lottery does not intend to provide core funding. A modest level of investment from Glasgow City Council has been gratefully received and maintained over years and our award increased substantially over this financial year. Together with investment towards GDA's core from Scottish Government Equality Unit Strategic Intermediary Fund, these enabled a more stable and solid basis from which to plan and respond to the significant needs and challenges facing disabled people.

GDA's funding base has been broadened and reconfigured, shifting away from over reliance on Big Lottery funds to securing higher investment from National and Local Government. This diversified funding base with core funding at its heart supported GDA's sustainability strategy in 2018-2019. The result has been to stabilise the organisation and better enable planning and delivery over a longer term.

Strategic Core was awarded for 3 years from Scottish Government with most other funding awarded year to year and project based; these funds have posts attached. Projects also provide match funding to each other as well as opportunities to address gaps, particularly in relation to access costs which are notably high to reduce barriers.

Whilst the range of funders creates a high level of administration, it has been necessary to enable delivery to address the significant and immediate needs of our membership, described by the UN as a "**Human Catastrophe**".

## **2018-19 Income from funders**

GDA has maintained income with increased investment at a time of austerity and cuts. GDA major funding comes from Scottish Government, Big Lottery and Glasgow City Council. We also receive a smaller grant from Glasgow Health and Social Care Integrated Joint Board, administered through VAF (renamed Impact Funding Partners in 2019).

In 2018-2019, income totalled **£1,215,495** demonstrating continued confidence in investment during challenging times. Funds invested in GDA were as follows:

### **✓ Big Lottery: "Change the Way" - £166,667 in 2018 -2019**

Funded Dec 2017 – Nov 2020 at £500,000 for GDA over 3 years, £166,667 per year. CtW continues the community development work with disabled people established by the previous Pathways for Change project, with an enhanced focus on participation, connectedness to communities (of interest and

geographical) and shaping services. CtW builds personal capacity to affect change at a personal, family, community and city level. Our well-established and trusted relationship with the Big Lottery resulted in them awarding each year's full grant upfront at the beginning of the project year.

✓ **Scottish Government: "Future Visions for Social Care" - £187,076 in 2018-2019**

Funded 2018-2020 to build knowledge, capacity and skills of disabled people and their families to have a voice in their own social care and support; and support disabled people to work together with local and national partners to co-develop solutions to the challenges facing social care locally in Glasgow and nationally in Scotland. Disabled people are supported to develop personal outcomes plans and make informed decisions about their personal support needs, through clear, accessible information, learning, peer support and practical opportunities to 'try out' different options for holistic, person centred solutions. Building on learning from previous Future Visions projects, FVSC now incorporates 1-2-1 casework support and opportunities to participate in policy and design work around Social Care – via the Expert Group for Glasgow with links into Scottish Government national social care reform policy. In addition, public partners receive information, training and support required to plan and deliver services that meet disabled people's needs in relation to independent living, including self-directed support.

✓ **Scottish Government: Equality Unit Strategic Intermediary "Change the Way": £225,000 in 2018-19**

Funding awarded from 1<sup>st</sup> July 2017 – 31<sup>st</sup> March 2020 at £225,000/yr. Part of this grant is towards GDA Core Costs such as core posts and overheads.

The balance is a match for our Big Lottery funded project, Change the Way. CtW supports disabled people to improve lives by Building capacity – increasing confidence, aspirations, skills and capacity for independent living i.e. choice, control & participation; Creating connections and building relationships, networks and access to services which enhance rights, resilience and ability to cope with challenges; Enabling contributions- supporting active participation and contributions to families, communities and wider society. Voices are at the heart of tackling discrimination and shaping services that improve lives and by improving public services in relation to quality, efficiency and responsiveness to disabled peoples' needs.

✓ **Scottish Government: Strategic Funding £100,000 in 2018-19**

GDA Core Strategic Project was awarded in 2018-19 to enable strategic policy development and explore options for collaborative working between GDA, Glasgow City Council and Scottish Government to support disabled people in Glasgow. The work explores strategic approaches to removing barriers to participation and improving disability equality to address overall levels of poverty and deprivation. The Project further enables GDA to unlock the skills and talents of disabled Glaswegians, and enables more citizens to take up the opportunities Glasgow has to offer, both participating and contributing to Glasgow's economic and social development. Specifically the Project improves young people's outcomes including funding towards a young people's summit for young people and their parents.

✓ **Scottish Government: Community Choices "Budgeting for Equality: Disabled People & 2nd Generation PB" £100,000 in 2018-19.**

Year 2 of this National PB Project was jointly provided by the Community Empowerment and Third Sector Units to help empower disabled people to play their full part in the national roll out of participatory budgeting in Scotland. The project delivered significant levels of learning, capacity building, support and access



facilitation to enable disabled people to participate in local PB initiatives. The project produced resources including a Report outlining findings and recommendations for the continued inclusion of disabled people in PB initiatives citywide and throughout Scotland. A film was also produced and a large-scale event held in to disseminate learning and share proposals. This funding included resources for dedicated staffing.

✓ **Scottish Government People and Communities Fund: “Change the Way” £133,500 in 2018-2019**

The project aimed to engage with, support and provide training to disabled people living in Glasgow and surrounding areas to improve the life-chances, health and wellbeing of those most affected by poverty, exclusion and disadvantage. Initial engagement to build people’s confidence in taking the next step, was followed by taster sessions raising aspirations and spurring people on to do more and try more. The Project encouraged and supported disabled people via learning, activities and events to build skills, increase attainment, including confidence, self-esteem and skills to progress into opportunities e.g. further learning, training, volunteering or employability support. The project is a match to Change the Way enabling enough access and delivery resources for disabled people to participate with the support they need.

✓ **Glasgow City Council Integrated Grants Fund: £74,000 2018-2019**

“Disability Equality Programme” engaged disabled people via high quality accessible learning activities to build confidence, self-esteem, aspirations and peer support networks. The DEP supported disabled people to take up opportunities for social and civic involvement, such as volunteering, representation roles, community activism and contribute to their own lives and that of their families. The programme also supported disabled people to access services that enable them to live at home independently.

✓ **Glasgow City Council Invest to Improve Fund: £79, 541 September 2018 – 2019 with funding until 2020**

“Rights Now” Welfare Rights and Representation for Disabled People project exists to mitigate against projected deepening of poverty as Universal Credit rolls out. “Rights Now” includes a Social Security uptake campaign to raise awareness of implications of Universal Credit (e.g. the removal of Disability Premiums), and produce accessible information about specialist and accessible Welfare Rights and Representation support available. Project funding includes staffing resources of two dedicated Welfare Rights Officers to maximise rights in relation to social security uptake, rights, advice and representation through tailored disability-specific advice and representation along with access costs and contribution to overheads. Rights Now is delivered via outreach and community engagement work in communities and with organisations that support disabled people/carers; an appointment based 1-2-1 system, home visits where needed and casework advice, appeals representation and direct referrals service.

✓ **Glasgow City Council “Community Budgeting for Equality”: £50,000**

£100,000 was awarded by GCC in November 2018 (with £50,000 showing in 2018-19 accounts). “Budgeting for Equality: Disabled People & 2nd Generation PB” was funded by Glasgow City Council to address decades of under-resourcing of disabled people’s involvement and representation in decision making in the city. The project seeks to develop excellent approaches around equalities and as Glasgow’s flagship “Community of Interest” PB pilot, to run a parallel approach to support the 4 place-based pilots. Disabled people’s participation in mainstream service planning and decision making has been at the heart of approaches. This project was match funded by the Scottish Government and outcomes demonstrated increased democratic participation and a real appetite for involvement in decision making. The Project built

capacity and competence for meaningful and sustainable participation within communities, local authorities and partnerships. The project has also contributed to delivering GDA's Action Research recommendations, which in turn deliver a Fairer Glasgow and Scotland for Disabled People.

✓ **Glasgow HSCP Wellbeing for Longer Fund, "CLICK project for disabled people" £30,000 in 2018-2019**

CLICK stands for: Connections, Learning, Inclusion, Confidence, Keeping well" and has built capacity of disabled people in Glasgow to improve skills, confidence, connections and participation through learning programmes and peer support. The most isolated people have been engaged using GDA's networks, partnerships and community development approaches. Disabled people have been engaged in community settings to reach people not otherwise engaged. Support has been delivered to enable participation in accessible, high quality programmes and activities thus providing opportunities to meet new people and socialise, building capacity, social connections and resilience. The project has involved Discussion Forums to involve people in looking at factors which improve health and wellbeing, as well as identifying barriers and potential solutions to overcoming these. Individual and group sense of "agency" is generated, as the process itself is empowering and life affirming. CLICK supports disabled people, to improve capacity to remain in their own homes, through having peer support and access to preventative services. The project also support local community groups wishing to take ownership of their group so it becomes self-sustaining.

✓ **Glasgow City Council Capital Expenditure Grant £35,000 received 1/4/2019 but incorporated in these accounts as expenditure was incurred**

Given to allow us to refurbish some more office space in the Templeton Building. Most of the work was completed by the year end with a small amount carrying to the 2019/20 year.

**GDA is extremely grateful to our funders for their continued investment in GDA and in our work to support disabled people and improve their lives and outcomes as well as to improve participation, voices, visibility and democracy in Glasgow and Scotland.**

## **Value for Money**

GDA has worked hard to make sure that it secures funding to meet disabled people's needs and to tackle the inequality they face. **The bulk of GDA's income funds direct project delivery- 80% against 20%** when taking into account that a third of our premises is used for delivery, 75% of staffing costs are direct delivery and 75% of Administration is direct delivery and telephone support. This means disabled people benefit most from our projects and programmes.

All GDA staff either engage in direct delivery, organise and make access arrangements or provide telephone support. Administration staff undertake extensive event management support to ensure necessary access and support e.g. encouraging participation, telephone support and signposting to services.

Travel: GDA provides accessible taxis and for longer journeys, transport in the form of mini bus hire. GDA ensures cost effectiveness such as organising taxi sharing, use of Private Taxis, use of personal cars, community transport buses, 'My Bus' and public transport wherever practical and accessible for disabled people.

Personal Assistance: disabled people are encouraged to use their own support staff where possible but many are not able to access Self Directed Support as social care thresholds are high.

An analysis of 2018-19 accounts in terms of activity and resources has led to the following allocations of costs:

- **48% of budget** is directed to beneficiaries and is dependent on access assuming:
  - 100% Access
  - 100% Marketing & Events
  - 100% Training & Development
  - 100% Volunteer costs
  - 75% Administration (arranging access for participation in programmes)
  - 33% of Premises direct costs for accessible meeting spaces (not staff areas)
- By apportioning staff delivery time, premises for direct delivery and office costs which contribute to direct delivery, the following is deduced: (last year's figures – needs to be updated)
  - ✓ Expenditure totalled **£1,074,847**
  - ✓ **80%** expenditure was direct delivery
  - ✓ **20%** on infrastructure /overheads.
- GDA provides a fabulous return on investment: with **1032** individual participants taking part in **5000+** learning opportunities, unit costs were **£213** per learning opportunity.
- During 2018-2019 GDA generated **2%** of income through partnership working, donations and consultancy to increase income and broaden our funding base. This again demonstrates need for core funding to support the essential work as staff time can be disproportionately spent on these activities.
- GDA's policy for configuring budgets and attributing spend and output takes account of:
  - ✓ Delivery model e.g. one to one coaching, community clubs, learning tasters, programmes of learning and levels of intensity e.g. confidence building to build voices, certificated longer term programmes spanning 4-12 weeks, small events, large events
  - ✓ Access needs of target groups
- Historical legacy of core funding is relatively modest. This means that all grants contribute to overheads as well as direct project costs. In some cases, project specific staffing is secured.
- GDA Directors recognise that **financial reserves are required** to ensure organisational sustainability and to ensure that all outstanding commitments may be met. GDA must be equipped to cope with unexpected fluctuations in income and expenditure, to take advantage of development opportunities that might otherwise cause cashflow problems, and to act as responsible employers in the event of the termination of a grant or of the organisation e.g. redundancy payments. A clear Reserves Policy is in place and reviewed annually by the Board. **Reserves are currently set at 3 months running costs i.e. £282,254.** Reserves are necessary to act as a buffer enabling individual projects or the organisation as a whole to survive temporary financial difficulties taking account of:
  - ✓ GDA's Mission and Strategic Plan
  - ✓ Income and Expenditure Profile

- ✓ Forecasted amount required or working capital to manage cash flow
- ✓ Forecasting of income streams that are not completely predictable (e.g. where a grant has been awarded pending a review due to strategic cuts)
- ✓ GDA Risk Strategy: the risks and uncertainties faced including unexpected costs
- ✓ Forecast of funds required to fill gaps to ensure continuity of service should funding end
- ✓ Meeting liabilities as they become due
- ✓ Enabling change/growth and “testing out” if reserves allow
- ✓ Any other factor which arises and relates

It is the policy of the charity to maintain reserves at a level sufficient to cover management, administration, redundancy, support and winding up costs and that reserves up to this level are designated. This is particularly in light of expansion of GDA staff team and premises over a relatively short time which carries risks due to the nature of short term funding commitments. The trustees consider current costs of closure and examine the level of reserves each year when setting the following year’s budget. Although GDA has not achieved the full reserve target the board are confident that they have obtained sufficient comfort in the incoming resources for the twelve months from the date of this report to ensure that the Charity remains a going concern. The board are satisfied by the efforts made towards the attainment of the reserve targets set by this policy.

In the past, it has not been easy for GDA to accumulate reserves, not least because of the policies towards funding Third Sector organisations. However, as part of the charity’s commitment towards a broad funding base and sustainability strategy, GDA strives to accumulate reserves through Equality training; Consultancy work; Management fees; Testing and developing ideas for more sustainable income generation.

## 6. Future plans

The UN Recommendations that disabled people’s organisations should be funded to enable the meaningful participation of disabled people, adds weight to GDA’s ongoing evidence seeking investment from national and local governments as well as from other funders.

National and local policy contexts have never been more supportive of GDA’s work- both a Fairer Scotland for Disabled People and Glasgow City Council’s Strategic Plan set out actions and committing resources to tackle inequalities and give disabled people more control and this has been backed up by funding towards GDA’s core and projects.

Glasgow’s Strategic Plan puts human rights, equalities and empowerment of its citizens at the very heart of the plan and states that respective actions on these matters are closely linked. Empowerment for Glasgow’s citizens means not only active citizenship and participation in all levels of democracy and local decision-making – for disabled people, this starts with having a say in your own life, overcoming barriers and isolation to improve wellbeing and resilience. Connecting Empowerment and resilience is essential if disabled people are to reach their potential and take advantage of Glasgow’s opportunities.

Having secured a contribution towards Core funding from the Scottish Government Strategic Intermediary Fund (Equality Unit), GDA has continued to seek to stabilise the organisation. This not only provides security for staff, but also enables the Board to work with the SMT to plan more effectively.

**Moving forward into the 2019-20 Scottish Government Strategic Project year, we plan to deliver on six additional Scottish Government strategic ambitions and outcomes:**

- 1. Participation:** contributing community of interest and equalities perspectives to the participation agenda via intersectional approaches, partnership working, consultancy, insights and engagement in parliamentary and other democratic processes.
- 2. Older Disabled People:** ensuring that older disabled people are included in and benefit from Fairer Scotland for Older People and Connected Scotland strategies.
- 3. Young Disabled People:** ensuring young disabled people are included in design, development and delivery of initiatives to meet the SG aims of strategies that affect them, e.g. DYW, GIRFEC, UNCRC, etc.
- 4. Employability:** expert policy analysis and insights and support for disabled job-seekers engagement in employability strategies, including disabled parents, young people in transitions; piloting Access to Work type of support for disabled people undertaking work trials / work experience; working with employability support providers to improve services for disabled people.
- 5. Hate Crime:** contribution of policy insights and partnership work to increase reporting of Hate Crime and tackle prejudicial attitudes; facilitate engagement of Police Scotland with disabled people.
- 6. Social Security:** support disabled people's engagement in and collaboration with the SSSA; and supporting the establishment of the SSSA via Advisory Groups, testing of processes, communications, expertise and training.

**GDA is ambitious and hopeful that we can continue to secure investment from Glasgow City Council to mitigate the UN declared "Human Catastrophe" of disabled people's lives.** We have contributed and continue to contribute to the review of the Integrated Grants Fund, ensuring Glasgow City Council considers the particular issues and barriers faced by disabled people and their organisations as it develops its new fund programme. This is particularly significant as many DPOs in Glasgow have closed or lost their unique Disabled People's voice due to funding cuts or changes in direction.

GDA's membership continues to grow, demonstrating an ongoing need for the support and services we provide. In particular, disabled people continue to highlight the lack of free, fully accessible services and supports across the city.

In the coming year, we will continue to deliver excellent and cost effective support to disabled people, meeting their needs and delivering the outcomes expected by our funders. As well as direct support to individual disabled people, we will ensure that people are skilled and confident about contributing their lived experience, ideas and voices to influence decisions that affect them – both as individuals and collectively. For example, we will:

- ✓ Continually seek to improve and develop our programmes of learning, capacity building and support for disabled people of all age.
- ✓ Progress our mission to support disabled people to be more active participants, be more visible and make increased contributions to their communities, families and wider society.
- ✓ Seek to strengthen our DPO Network, by building on connections, developing ways to build voice and visibility, particularly at a time when many smaller organisations are more vulnerable to changing funding priorities and cuts to budgets.
- ✓ Increase our offer to particular groups of disabled people based on member feedback and experience - e.g. the LGBT Disabled Member's Network, BAME Disabled Member's Network, Young Disabled People, disabled women and disabled parents, older disabled people clubs.

- ✓ Develop, promote and support disabled people via our Rights Now project to mitigate the impacts of Universal Credit, supported by our project partners, Glasgow City Council. During 2019 we will evaluate the service and report on its impact, as well as promote the service using the short film,
- ✓ Share findings from the “Budgeting for Equality” Action Research Project, and produce a further Report based on our 2<sup>nd</sup> year of Action Research with disabled people’s involvement in PB at local community level and in mainstream services.
- ✓ Build on the additional activities delivered for young disabled people during 2018 Year of Young People and share the voices of young disabled people widely, using the findings from our Young Disabled People summit and related short films.
- ✓ Continue to produce short films about GDA’s work with disabled people of all ages- this will include a film about the second phase of the PB Action Research project.
- ✓ Continue and further develop our coproduction and partnership working across a range of policy areas and service areas contributing disabled people’s views and priorities and share learning at both National and Local Government levels shaping policies and new initiatives including:
  - Brexit – what this means for disabled people, their organisations and the services they rely on.
  - City Avenues and other Public Realm Developments across Glasgow.
  - Employment Action Plan and Glasgow Strategic Employability plans
  - Hate Crime – increase the promotion of 3<sup>rd</sup> Party Reporting, increase numbers of GDA staff able to take reports, working on Hate Crime reduction and mitigation strategies.
  - Local Governance - via our local and citywide PB projects, including influencing mainstream services.
  - Older Disabled People – via strategic forums to make sure their voices are heard in shaping local and national policy and services.
  - Reform of Adult Social Care including SDS- we will build relationships both locally in Glasgow with the Health and Social Care Partnership and Nationally in relation to the reform of Adult Social Care, supporting the rollout of the Scottish Government Workstreams utilising Future Visions project and GDA’s Expert Group on Social Care to explore community based support models, blockages in social care, collate data and evidence to inform the case for social care and contribute to local and national conversations about the purpose and value of social care.
  - Scottish Social Security Agency – via Disabled People and Carers Expert Advisory Group, the Assessment Work-stream, focus groups, events and development and testing sessions with disabled people and parents/carers.
  - Social Isolation and linking in to A Connected Scotland
  - Young disabled people – including the National Framework, Transitions Fund and wider plans to improve life outcomes
- ✓ Build and strengthen relationships at Glasgow level with community, third sector and public sector partners to improve access and delivery for disabled people in Glasgow. We will seek to develop partnerships with coalitions of the willing which aim to work strategically and collaboratively to improve the lives of disabled people in Glasgow.
- ✓ Raise awareness of the systemic problems blocking disabled peoples’ rights with the key agencies in Glasgow, and, along with disabled people, identify solutions to bring about sustainable change. Key issues will include Social Care and the move to technology enabled services and reduction in choice and control over necessary supports.

- ✓ Continue to work creatively to change hearts and minds, including the businesses, for example via our work with Visit Scotland. Such endeavours make it more likely to achieve culture that put disabled peoples' rights at the heart of services / business delivery.
- ✓ Having employed a Communications and Policy Officer, we will develop a more strategic communications strategy, produce more regular and targeted communications, update our website and promotional leaflets, publish reports to share learning, celebrate successes and support our members to tell their own stories. We will contribute to a much-needed awareness raising campaign about the needs, rights and reality facing disabled people in Glasgow and Scotland.
- ✓ Build on the successful historic Boathouse Trust successful bid and related collaboration which included opportunities for GDA members to work on a major project to build 2 small boats, a riverbank arts project and an opportunity for disabled people to join the flotilla taking place during Visit Scotland's 'Year of Scotland's Coasts and Waters' 2020 celebration events on the Clyde. We anticipate taking this work forward as soon as the secured funding is in place and a project team is in place.
- ✓ Continue our ongoing focus on securing a broad funding base, wide stakeholder support and models of income generation and innovation towards organisational sustainability
- ✓ GDA will continue to remain true to equality, community development and human rights principles and be always mindful that the most sustainable asset remains - the increased confidence, connections and contributions of disabled people themselves.

## **7. Statement on disclosure of information to the auditors**

The Trustees confirm and are confident that all relevant audit information was provided to the charitable company's auditors, and are not aware of any audit information that has not been provided to or given access to the auditors.

Each Trustee has taken all the steps required by the Trustee's duty to exercise due care, skill and diligence and that he or she ought to have taken in his or her duty as a Trustee in order to make himself or herself aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

### **Statement of trustees' responsibilities**

The trustees (who are also directors of GDA 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 regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the 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 judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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 and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

They are also responsible for safeguarding the assets of the charitable company must take reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of 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.

### **Independent Auditors**

In accordance with Section 485 of the Companies Act 2006 a resolution from the Board, proposing the reappointment of Key Professional Partnership Ltd for the forthcoming three-year period, was submitted to the Triennial Meeting on 16<sup>th</sup> October 2018 and agreed by the Membership.

The Trustees' report, including the Strategic Report, is approved by the Board of Trustees on 16 December 2019, in their capacity as company directors and signed by order of the Board by:

**Signed on behalf of the Board:**

**Angela Mullen, Convenor**

**16 December 2019**





### **Opinion**

We have audited the financial statements of Glasgow Disability Alliance (the 'charitable company') for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Statement of Financial Position, the 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (effective 1 January 2015) and accounting and reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with ), the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2015).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 charitable company'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 Report of the Independent Auditors 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 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Report of the Independent Auditors to the Trustees and Members of  
Glasgow Disability Alliance

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

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 the trustees 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 charitable company'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 charitable company 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 a Report of the Independent Auditors 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.

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 Report of the Independent Auditors.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Stephen Usher (Senior Statutory Auditor)  
for and on behalf of Key Professional Partnership Limited  
Chartered Accountants  
Statutory Auditors  
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006  
Suite 4F, Ingram House  
227 Ingram Street, Glasgow, G1 1DA  
16 December 2019

Statement of Financial Activities  
for the Year Ended 31 March 2019

		Unrestricted funds £	Restricted fund £	31.3.19 Total funds £	31.3.18 Total funds £
	Notes				
<b>INCOME FROM</b>					
Charitable activities	3	<u>19,992</u>	<u>1,195,503</u>	<u>1,215,495</u>	<u>994,841</u>
<b>Total</b>		19,992	1,195,503	1,215,495	994,841
 <b>EXPENDITURE ON</b>					
Charitable activities	4	-	1,042,986	1,042,986	780,298
Other (depreciation)		<u>-</u>	<u>31,861</u>	<u>31,861</u>	<u>5,659</u>
<b>Total</b>		-	1,074,847	1,074,847	785,957
 <b>NET INCOME</b>		19,992	120,656	140,648	208,884
<b>Transfers between funds</b>	9	<u>158,586</u>	<u>(158,586)</u>	<u>-</u>	<u>-</u>
 <b>Net movement in funds</b>		178,578	(37,930)	140,648	208,884
 <b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<u>56,747</u>	<u>384,849</u>	<u>441,596</u>	<u>232,712</u>
 <b>TOTAL FUNDS CARRIED FORWARD</b>		<u>235,325</u>	<u>346,919</u>	<u>582,244</u>	<u>441,596</u>

The notes form part of these financial statements.

Glasgow Disability Alliance

Statement of Financial Position  
At 31 March 2019

		Unrestricted funds	Restricted fund	31.3.19 Total funds	31.3.18 Total funds	1.4.17 Total funds
	No tes	£	£	£	£	£
Tangible assets	11	-	10,142	10,142	11,932	14,038
Debtors	12	-	67,828	67,828	65,130	50,030
Cash at bank and in hand		<u>235,325</u>	<u>287,300</u>	<u>522,625</u>	<u>367,537</u>	<u>171,644</u>
		235,325	355,128	590,453	432,667	221,674
Amounts falling due within one year	13	-	(18,351)	(18,351)	(3,003)	(3,000)
<b>NET CURRENT ASSETS</b>		<u>235,325</u>	<u>336,777</u>	<u>572,102</u>	<u>429,664</u>	<u>218,674</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		235,325	346,919	582,244	441,596	232,712
<b>NET ASSETS</b>		<u>235,325</u>	<u>346,919</u>	<u>582,244</u>	<u>441,596</u>	<u>232,712</u>
<b>FUNDS</b>	9,14					
Unrestricted funds (now designated)				235,325	56,747	35,395
Restricted funds				<u>346,919</u>	<u>384,849</u>	<u>197,317</u>
<b>TOTAL FUNDS</b>				<u>582,244</u>	<u>441,596</u>	<u>232,712</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 16 December 2019 and were signed on its behalf by:

A. Mullen -Trustee

*Ansel Mullen*

The notes form part of these financial statements.

Glasgow Disability Alliance

Statement of Cash Flows  
for the Year Ended 31 March 2019

	Notes	31.3.19 £	31.3.18 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	1	<u>185,159</u>	<u>195,893</u>
<b>Net cash provided by (used in) operating activities</b>		<u>185,159</u>	<u>195,893</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		<u>(30,071)</u>	<u>-</u>
<b>Net cash provided by (used in) investing activities</b>		<u>(30,071)</u>	<u>-</u>
		<u>          </u>	<u>          </u>
<b>Change in cash and cash equivalents in the reporting period</b>		155,088	195,893
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>367,537</u>	<u>171,644</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>522,625</u></u>	<u><u>367,537</u></u>

Notes to the Statement of Cash Flows  
for the Year Ended 31 March 2019

**1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.19 £	31.3.18 £
<b>Net income for the reporting period (as per the statement of financial activities)</b>	140,648	208,884
<b>Adjustments for:</b>		
Depreciation charges	31,861	2,106
Increase in debtors	(2,698)	(15,100)
Increase in creditors	<u>15,348</u>	<u>3</u>
<b>Net cash provided by (used in) operating activities</b>	<u><u>185,159</u></u>	<u><u>195,893</u></u>

## 1. GENERAL INFORMATION

The accounts are presented in pounds sterling (GBP) as that is the currency in which the organisation's transactions are denominated.

Glasgow Disability Alliance is an incorporated charity limited by guarantee in the UK and is registered in Scotland with the company registration number SC248467. It is recognised as a charity by HMRC for taxation purposes and is registered with the Office of the Scottish Charity Regulator (OSCR) the registered charity number is SC034247.

It exists to alleviate difficulties faced by people with disabilities in Glasgow in everyday life.

## 2. ACCOUNTING POLICIES

### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

### **Critical accounting judgements and key sources of estimation uncertainty**

In preparing the financial statements, management is required to make estimates and assumptions which affect reported income, expenses, assets and liabilities. Use of available information and application of judgement are inherent in the formation of estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances. actual results in the future could differ from such estimates.

The board is satisfied that the accounting policies are appropriate and applied consistently. Key sources of estimation have been applied in determining the depreciation rates which have been based on the expected useful lives of the assets.

### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

### **Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Office improvements	- 15% on reducing balance
Computer Equipment & Fixtures	- 15% on reducing balance
Refurbishment	- 100% straight line (see below)

The Charity engaged in refurbishment works which were wholly grant funded from a grant received on 1/4/2019. The refurbishments have been depreciated at 100% as they relate to leasehold properties with a one year lease (rolling). The grant has been released to the SOFA to match the funds expended in the year.

### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019

**2. ACCOUNTING POLICIES - continued**

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Designated funds, whilst unrestricted, are being held for a set purpose explained within the notes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Going concern**

The trustees consider that the going concern basis is appropriate. The management have looked forward twelve months from the date of signing this report and the Charity has adequate incoming resources to manage its projects for the upcoming 12 months.

**Debtors**

Debtors are measured at transaction value less any expected impairment.

**Creditors**

Creditors are included in the accounts where a future obligation exists from a past event that will probably result in the transfer of funds to a third party and the amounts can be measured or estimated reliably.

**3. INCOME: Charitable Activities**

	31.3.19	31.3.18
	£	£
Big Lottery Grant - Pathways for Change (restricted funds)	-	157,636
Big Lottery - Change the Way (restricted funds)	166,667	166,667
Scottish Government - Strategic Intermediary Core (restricted funds)	225,000	168,750
Scottish Government - Committee Choices (restricted funds)	100,000	69,522
Glasgow City Council - Community Budgeting (restricted funds)	50,000	-
Scottish Government - Future Visions SIRD (restricted funds)	-	125,348
Health Social Care - Wellbeing For Longer (restricted funds)	30,000	-
Scottish Government - People & Communities (restricted funds)	133,500	123,500
Scottish Government-Promoting Equality & Cohesion Fund (restricted funds)	-	12,500
Future Visions For Social Care (restricted funds)	187,076	-
Scottish Government - Strategic Funding (restricted funds)	100,000	-
Other - Partnership Working (restricted funds)	19,509	26,850
GCC - IGF (restricted funds)	74,000	74,000
Refunds	139	220
Activities for Generating Income	15,000	21,352
Health & Social Care - Transformation Fund (restricted funds)	-	48,496
Glasgow City Council - Invest To Improve Fund	79,541	-
Donations	4,992	-
Deferred Capital Grant Release	30,071	-
	<u>1,215,495</u>	<u>994,841</u>



Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019

**4. EXPENDITURE****Other**

Depreciation (see note 11)	31,861	2,106
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**Expenditure on Charitable activities:****GDA Operational Costs / Project Costs**

Staff (including personal assistance & access support)	454,145	382,159
Recruitment costs	3,463	-
Staff Training	4,724	2,680
Premises & Overhead Costs	49,831	58,293
Administration Costs	51,141	32,971
Training, Development & Consultancy	177,881	113,043
Marketing & Events	93,359	53,673
Access Needs	165,625	103,482
Board Expenses	2,962	4,133
Repairs & Maintenance	11,141	4,442
SDS Coaching Activities	6,100	10,049
Subscriptions & Publications	-	460
Evaluation Costs	1,500	4,000
Donation	-	200
Miscellaneous	298	755
Newsletter	7,000	8,000
Volunteer costs	2,061	458
Capital expenditure (Small amounts on projects)	4,150	1,500
<b>Finance</b>		
Accountancy & Legal Fees	2,805	550
<b>Governance costs</b>		
Auditors' remuneration	4,800	3,003
<b>Total resources expended</b>	<b>1,074,847</b>	<b>785,957</b>

**5. SUPPORT COSTS**

	Operational costs	Finance	Governance costs	Totals
	£	£	£	£
GDA Total Costs	<u>1,035,381</u>	<u>2,805</u>	<u>4,800</u>	<u>1,042,986</u>

**6. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	31.3.19	31.3.18
	£	£
Auditors' remuneration	4,800	3,003
Depreciation – owned assets	<u>31,861</u>	<u>2,106</u>

The auditors did not receive fees for any other works.

**7. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2019 nor for the year ended 31 March 2018.

**Trustees' expenses**

Board Expenses were re-imbursed in the year as incurred totalling £2,961 (2018 £4,133).

**8. STAFF COSTS**

	31.3.19	31.3.18
	£	£
Wages and salaries	<u>454,145</u>	<u>382,159</u>

The average monthly number of employees during the year was as follows:

	31.3.19	31.3.18
Management	3	3
Development and delivery	13	6
Administrative (delivery)	4	3
Access Facilitators (delivery)	<u>9</u>	<u>8</u>
	<u>29</u>	<u>20</u>

During the year there was one employee whose emoluments (excluding pension contributions) were between £60,000 and £70,000 (2018: none).

Staff costs include the salaries of key management. Key management is comprised of; the finance manager, the chief executive officer and the deputy CEO. Total costs of employment and benefits is £149,843 for the year (2018 £139,358).

**9. MATERIAL TRANSFERS**

During the year the Charitable company released funds held within restricted funds (accumulated from management fees and other amounts due to the Charity over the years 2012 to date) to the unrestricted funds towards the reserves policy set by the Trustees at the annual board review. These funds have been earmarked as designated along with the existing unrestricted funds held. The cash balance in restricted funds is analysed in Note 16 where this is also reconciled to the overall restricted funds balance. In line with recommended Charity management guidelines the reserves policy has been developed to provide running and support costs for a 3-month period as well as redundancy costs in the unlikely event that the Charity is unable to continue. The Board have approved this movement and the allocation to designated funds in a board meeting where minutes were approved. Details of the transfers in funds are shown on note 14.

**10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Charitable activities	<u>21,352</u>	<u>973,489</u>	<u>994,841</u>
<b>Total</b>	21,352	973,489	994,841
 <b>EXPENDITURE ON</b>			
Charitable Activities	-	780,298	780,298
Other	<u>-</u>	<u>5,659</u>	<u>5,659</u>
<b>Total</b>	-	785,957	785,957
 <b>NET INCOME</b>	21,352	187,532	208,884
 <b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>35,395</u>	<u>197,317</u>	<u>232,712</u>
 <b>TOTAL FUNDS CARRIED FORWARD</b>	<u>56,747</u>	<u>384,849</u>	<u>441,596</u>

**11. TANGIBLE FIXED ASSETS**

	Office improvements £	Computer Equipment & Fixtures £	Totals £
<b>COST</b>			
At 1 April 2018	15,937	18,448	34,385
Additions	<u>30,071</u>	<u>-</u>	<u>30,071</u>
At 31 March 2019	<u>46,008</u>	<u>18,448</u>	<u>64,456</u>
 <b>DEPRECIATION</b>			
At 1 April 2018	8,865	13,588	22,453
Charge for year	<u>31,132</u>	<u>729</u>	<u>31,861</u>
At 31 March 2019	<u>39,997</u>	<u>14,317</u>	<u>54,314</u>
 <b>NET BOOK VALUE</b>			
At 31 March 2019	<u>6,011</u>	<u>4,131</u>	<u>10,142</u>
At 31 March 2018	<u>7,072</u>	<u>4,860</u>	<u>11,932</u>

During the year the Charity spent funds refurbishing some of the office suite it now occupies. As the lease for these suites is year to year the capital expenditure on this was written off by a 100% depreciation charge. There was some additional refurbishment post year end. The full grant of £35,000 was received in April 2019, £30,071 was released in this year and the balance will be released against the remaining depreciation charge in 2020 when the final refurbishment work will be undertaken. Other assets depreciation policies were unaffected.

Notes to the Financial Statements – continued  
for the Year Ended 31 March 2019

**12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.19 £	31.3.18 £
GCC Grant for Refurbishment	35,000	-
G.C.V.S – Payroll	<u>32,828</u>	<u>65,130</u>
	<u>67,828</u>	<u>65,130</u>

The debtors relate to funds held by the payroll services company GCVS and a capital expenditure grant received in April 2019.

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.19 £	31.3.18 £
Accrued expenses	13,422	3,003
Deferred grants (restricted): Balance un-released	<u>4,929</u>	<u>-</u>
	<u>18,351</u>	<u>3,003</u>

**14. MOVEMENT IN FUNDS**

	At 1.4.18 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
<b>Unrestricted funds</b>				
General fund	56,747	19,992	(76,739)	-
Designated	<u>-</u>	<u>-</u>	<u>235,325</u>	<u>235,325</u>
	56,747	19,992	158,586	235,325
<b>Restricted funds</b>				
restricted	384,849	120,656	(158,586)	346,919
	<u>441,596</u>	<u>140,648</u>	<u>-</u>	<u>582,244</u>
<b>TOTAL FUNDS</b>	<u>441,596</u>	<u>140,648</u>	<u>-</u>	<u>582,244</u>

As advised in note 9 the general funds have been designated towards the reserve policy set by the board.  
 Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	19,992	-	19,992
<b>Restricted funds</b>			
restricted	1,195,503	(1,074,847)	120,656
	<u>1,215,495</u>	<u>(1,074,847)</u>	<u>140,648</u>
<b>TOTAL FUNDS</b>	<u>1,215,495</u>	<u>(1,074,847)</u>	<u>140,648</u>

Notes to the Financial Statements – continued  
for the Year Ended 31 March 2019

**14. MOVEMENT IN FUNDS – continued**

**Comparatives for movement in funds**

	At 1.4.17 £	Net movement in funds £	At 31.3.18 £
<b>Unrestricted Funds</b>			
General fund	35,395	21,352	56,747
<b>Restricted Funds</b>			
restricted	197,317	187,532	384,849
<b>TOTAL FUNDS</b>	<u>232,712</u>	<u>208,884</u>	<u>441,596</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	21,352	-	21,352
<b>Restricted funds</b>			
restricted	973,489	(785,957)	187,532
<b>TOTAL FUNDS</b>	<u>994,841</u>	<u>(785,957)</u>	<u>208,884</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.17 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
<b>Unrestricted funds</b>				
General fund	35,395	41,344	(76,739)	-
Designated	-	-	235,325	235,325
<b>Restricted funds</b>				
Restricted	<u>197,317</u>	<u>308,188</u>	<u>(158,586)</u>	<u>346,919</u>
<b>TOTAL FUNDS</b>	<u>232,712</u>	<u>349,532</u>	<u>-</u>	<u>582,244</u>

Notes to the Financial Statements – continued  
for the Year Ended 31 March 2019

**14. MOVEMENT IN FUNDS – continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	41,344	-	41,344
<b>Restricted funds</b>			
restricted	<u>2,168,992</u>	<u>(1,860,804)</u>	<u>308,188</u>
<b>TOTAL FUNDS</b>	<u><u>2,210,336</u></u>	<u><u>(1,860,804)</u></u>	<u><u>349,532</u></u>

**15. RELATED PARTY DISCLOSURES**

Other than the expenses re-imbursed post incursion to board members there were no other related party transactions that require disclosure.

16. DETAILS OF RESTRICTED FUNDS

Fund name	Opening Balance £	Income £	Expenditure/ Transfer £	Closing Balance £
Scottish Government (SG) Core Funds	88,035	325,000	305,396	107,638
SG People and communities	-	133,500	131,436	2,064
SG Future Visions	1,568	90,891	92,459	-
SG New Future Visions	-	96,185	66,630	29,555
SG Budgeting for equality	51,385	100,000	89,417	61,968
Glasgow City Council (GCC) IGF	-	74,000	72,649	1,351
GCC Rights Now	-	79,541	38,764	40,777
GHSCP Wellbeing	813	30,000	30,813	-
Big Lottery	144,138	166,667	199,030	111,774
<b>Balance held in cash and debtors</b>				<b>£355,128</b>
Reconciliation to Fund Balance:				
	£			
Balance held as above	355,128			
Fixed assets being depreciated over time	10,142			
Amounts due to be settled	(18,351)			
<b>Restricted Fund Balance</b>	<b>£ 346,919</b>			

The funds are described in detail in the Trustees Report. A short summary of each fund follows:

**SG Core Funds:**

Towards core costs and overheads of the GDA project, with some fund matching of the Big Lottery

**SG People and Communities:**

Improving the life-chances, health and wellbeing of disabled people affected by poverty

**SG Future Visions and New Future Visions:**

Expenditure to build the knowledge, capacity and skills of disabled people.

**SG Budgeting for Equality:**

Empowering disabled people to play a full part in the national roll out of participatory budgeting.

**Glasgow City Council Integrated Grants Fund (IGF):**

Engaging disabled people via high quality accessible learning activities to build confidence, self-esteem, aspirations and peer support networks.

**Glasgow City Council Rights Now:**

To mitigate the projected deepening of poverty among the disabled community.

**GHSCP Wellbeing**

Connections, Learning, Inclusion, Confidence, Keeping well, building the capacity of disabled people in Glasgow.

**Big Lottery Grant- Change The Way**

Continuing community development work for disabled people.