

REGISTERED COMPANY NUMBER: SC248467 (Scotland)

REGISTERED CHARITY NUMBER: SC034247

**Report of the Trustees and
Financial Statements for the Year Ended 31 March 2020**

for

Glasgow Disability Alliance



Key Professional Partnership Limited

Chartered Accountants

Statutory Auditors

Suite 4f, Ingram House

227 Ingram Street,

Glasgow, G1 1DA

COMPANIES HOUSE

29 DEC 2020

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Glasgow Disability Alliance
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for the Year Ended 31 March 2020

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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 2020.

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) (effective 1 January 2019).

GDA is a disabled people's organisation (DPO) controlled by our full disabled members: **5233** disabled people and disabled people led organisations (DPOs) at end of March 2020. 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 improve access to services and further the voices and priorities of disabled people within policy development, as well as co-design and delivery of services.

1. Reference and administrative details

Trustees of the Charity

Member Directors

Convenor	Angela Mullen
Vice Convenor	Iain Montgomery
Treasurer	Morag MacKay
Member Director	Nancy Welsh
Member Director	Alan Dick
Member Director	Maureen McHugh
Member Director	Helen O'Brien – left Board 7 th November 2019

Co-opted Directors

Billy McFarlane

Professor William Hughes

Professor Nicholas Watson- appointed 27th March 2020

Company Secretary: Tressa Burke, CEO

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. These were initially adopted in 2003 and revised most recently on 9th October 2015. The Articles are reviewed annually by the Board for compliance with reference to our Corporate Governance 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 with one member leaving in November 2019 and one new co-opted member from 27th March 2020. 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 3 office bearers during this year - Convenor, Vice Convenor, and Treasurer.

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
- ✓ Membership of Association of Accounting Technicians (current Vice Convenor)
- ✓ 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
- ✓ Service Reform - principles and best practise

Board and governance are an ongoing endeavour with the GDA Board going through regular training and support to carry out their role effectively. During 2019-20, there has been ongoing Governance Review internally and external advice and guidance from Governance Consultant AMG Consulting as well as advice about our Articles of Association from our Corporate Governance Solicitors, Burness Paull. In addition, the Strategic Risk Register has been adjusted and reviewed regularly to enable to Board to mitigate and manage potential risks throughout the year.

"GDA has taken Corporate Governance advice from us over the last year with a view to ensuring that the Charity complies with its Articles in relation to key aspects and to enable the board and Company Secretary to consider guidance about potential improvements to the Articles going forwards,"

Burness Paull Solicitors

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 paid throughout this financial year and a cycle of planning, review, mitigating actions, review was conducted.

GDA holds an annual development session with Board and Senior Management Team to review risks and consider mitigating actions. The Risk Register has been updated to reflect the impact of COVID 19 under each of the 7 risk areas identified.

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.

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 31st March 2020, there were **5233** 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: Setting 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 both 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 organisations, 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 effectively monthly when all meetings are considered.

The Depute CEO assists with aspects of overall strategic management including funding, reporting and managing staff teams e.g. Learning Team, work to support young disabled people and ongoing work in relation to accessibility of the Public Realm.

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 including managing Teams, supporting staff and driving forward GDA Workplans. This includes Support and Supervision on a monthly basis with staff as well as participating in and leading 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 2019-2020:

Linda Algie	Finance Manager [p/t]
Charlotte Bamford	Development Assistant [p/t] (until 27 th Sept 2019)
Tressa Burke	Chief Executive Officer
Ruth Hart	Community Development Coordinator
Alison Hill	PA to Chief Exec [p/t] (until 8 th Nov 2019)
Laura Keogh	Administration & Finance Officer (until 31 st Oct 2019) Admin & Access Co-ordinator (from 1 st Nov 2019)
Richard Leckerman	Development Coordinator Social Care [p/t] (until 31 st Oct 2019)
Ian MacCorquodale	Welfare Rights Officer
Cara MacDowall	Communications and Policy Officer
Lynn McEwan	Office Manager (May 2019) and PA to CEO (from 18 th Nov 2019)
Isla McIntosh	Community Development Manager
Susan McKenna	Welfare Rights Officer (from 16 th Sept 2019)
Hannah Reynolds	Development Coordinator
Marianne Scobie	Depute CEO
Brian Scott	Development Manager
Siobhan Smith	Welfare Rights Officer [secondment] (until 10 th July 2019)
Nadia Stuart	Development Officer [p/t] (until 27 th Sept 2019)
Sandra Stuart	Development Manager

3. Outcomes, Objectives and Achievements

A full description of the company's objects are contained in the legal Governing Document (the **Articles of Association**), a summary of which follows:

1. 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.
2. To advance education, in particular in the field of disability equality.
3. 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.
4. To relieve unemployment in ways thought to be fit, including assistance to find employment.
5. To promote, establish or operate other schemes, in furtherance of charitable purposes, for the benefit of the community within Glasgow.
6. 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- and ideally co-design- services to meet their aspirations and needs, enabling 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 – and co-design- 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 these collective voices through co-design to influence the development of policies, services and decisions which affect disabled people.
4. To provide accessible information, signposting, referrals and access to services including GDA's Rights Now project which provides Welfare Rights information, advice and representation and Future Visions which supports disabled people experiencing blockages and barriers to their social care support needs.
5. To work collaboratively with others through partnerships, coproduction and co-design: 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, risks 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 2019-20 once more 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
- Reviewing Board's Own Complaints Policy and Procedures including advice from Corporate Governance Solicitors, Burness Paul
- Board representation and skills audit
- Board Annual Review process
- One to one coaching for Board members
- The Nolan 7 Principles of Public Life which include a commitment to:
 1. Selflessness
 2. Integrity
 3. Objectivity
 4. Accountability
 5. Openness
 6. Honesty
 7. Leadership

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**, systems and planning
- ✓ Reviewing and developing **Staffing Structure and Delivery Model** in light of funding changes
- ✓ **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
- ✓ **Technology**: This includes our IT systems and communications systems, including data protection
- ✓ **Stakeholder Involvement and relationships** with various partnerships including national and Glasgow based policy work
- ✓ Ongoing review of GDA's strategic plan including role **Board & Leadership**: This category allows us to review the risks, which are part of the governance and management of the organisation. This includes compliance with the **legislative and values framework** within which GDA operates.
- ✓ **SWAT and PESTLE analysis**
- ✓ GDA target "market" and income/fundraising strategy
- ✓ Ongoing **Member engagement and involvement** through variety of means- evaluation focus groups, Learning reference Groups, Participatory Budgeting Peer Groups in Milton, Pollokshields and Pollok as well as City Wide Mainstreaming work, 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 2019 – 2020 is as follows:

- ★ 1120 disabled people supported across GDA programmes
- ★ 792 disabled learners supported from ages 14-102
- ★ 4541 learning opportunities - an average of 5.7 per person
- ★ 544 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
- ★ 386 days of learning activities and events delivered with multiple activities on many days

- ★ 124 short courses
- ★ 18 longer term Programmes
- ★ 3 Performances of Purple Poncho Players
- ★ 15 GDA events held with and for disabled people
- ★ 8 partnership events delivered
- ★ 5 community clubs supported
- ★ 200+ disabled people received personal development coaching
- ★ 60+ disabled people received 1-2-1 employability coaching support
- ★ 600+ disabled people brought together with services
- ★ 24 Peer Support networks supported
- ★ Daily website updates
- ★ 2871 Facebook followers.
- ★ 5951 Twitters followers by 31.03.20
- ★ 14 Newsletters including Covid-19 information and guidance information
- ★ 2 films produced about Participatory Budgeting and Disability Assistance and support required by disabled people
- ★ 1 Podcast made during LGBT History Month 2020, telling the story of our LGBTQIA+ disabled people's space and why it matters.
- ★ 17 E-Bulletins sharing learning and information, **sent to 2000+ subscribers.**
- ★ Over 100 partnerships: policies and services influenced across a range of areas
- ★ **5233** members by 31.3.20
- ★ Rights Now secured projected financial gains totalling **£935,626 on behalf of 328 individual clients.**

In the 2019-2020 Scottish Government Strategic Project year, GDA successfully delivered 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.

Influencing Policies, Service Design and Decision Making

Examples of GDA's strategic policy, service and decision making links across Glasgow developed or continued in 2019-2020:

- Adult Protection Committee and User group (GCC social work)
- Everyone's Children (citywide GIRFEC third sector programme)
- Glasgow Centre for Inclusive Living (links to board and variety of working groups)
- 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
- Hate Crime Action Group and Working Group
- Third Sector Forum and Exec group
- Volunteer Glasgow
- Wheatley Group

Examples of GDA's strategic policy, service and decision making links across Scotland impacting on Glasgow's disabled people in 2019-2020:

- A Connected Scotland
- COSLA
- Disabled People led Organisations (DPOs) Policy Officers Group
- Human Rights Consortium
- Inclusion Scotland (board, policy and working groups)
- Mobility and Access Committee for Scotland (policy group)
- National PB Working Group
- Network Rail
- Scotrail
- 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 Social Security – e.g. Inclusive Communications group
- Social Isolation and Loneliness action group
- Transport Scotland
- 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>

During 2019-2020, **Rights Now secured projected financial gains totalling £935,626 on behalf of 328 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.

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

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.

This included information in multiple formats in relation to the Covid-19 outbreak, latest guidelines and links to national and local support services.

Supporting Intersectionality

Our Disabled LGBTQIA+ network continues to be developed, led by a small core group who organise and support group events, supported by a disabled community development degree student. The group delivered a programme of 17 events, activities and learning sessions for the disabled LGBTQIA+ peer network, including information stalls and learning sessions at Free Pride, D/LGBT safe space events and specific consultation sessions for Participatory Budgeting and the new Scottish Social Security Agency. A podcast was produced and broadcast during LGBT History Month 2020, available via: <https://gda.scot/what-we-do-at-gda/resources/podcasts>

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 supported the development and delivery of 9 sessions and together acted as informal interpreters and advocates, and helped make links with more BAME organisations, to enable us to reach and support more BAME disabled people. In the reporting period, as well as our own events, we delivered partnership events during Refugee Week 2019 and the Scottish Refugee Council Equality Gathering.

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 have also run Spotlight events

and focus groups to capture specific experiences of disabled women pre COVID and plan to capture experiences DURING COVID.

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.

GDA's Young Drivers for Change: our work with young disabled people to develop their 'political' and campaigning skills continues. 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. Representatives from this group feed into national DCYPAG forum events.

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 'Whole School Approach' to Gender based violence, Scottish Care Review, UNCRC incorporation, public realm initiatives, and Participatory Budgeting. 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.

Securing ongoing funding has enabled us to deliver our capacity building courses to 792 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 directly 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.

200 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:

This in-depth, intensive support resulted in 150+ disabled people achieving personal actions plans during the year, examples of which include:

- ✓ Applying for a volunteering role in local community
- ✓ Applying for college, volunteering or work; work experience
- ✓ Applying for ILF transitions funding
- ✓ Attending an art course with PA support
- ✓ Building employability confidence via compiling a CV, completing application forms and taking part in mock interviews.

- ✓ Completing SQA portfolio and moving on to NQ level 5 course at college
- ✓ Dealing with pain and anxiety
- ✓ Dealing with relationship breakdown and bereavement
- ✓ Learning to cook meals for themselves
- ✓ Planning and going on a holiday
- ✓ Planning to move to a more accessible house
- ✓ Taking control of a home improvement to increase access in their home
- ✓ Taking more control over their existing SDS package
- ✓ Taking up swimming – with PA support
- ✓ Working with a personal assistants to explore support for independent living to enable full participation in the community.
- ✓ Skills to run their own community club.
- ✓ Leading PB work in their area.
- ✓ Designing and delivering 2 large community events for disabled people in their area.

At least 60 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. We have supported disabled people to apply for jobs with the new Social Security Agency, with some successful in securing a role.

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.**

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:

- *I felt like I was stuck in a rut and I want to get back to the way I used to be. I needed encouragement to change my way of thinking, wanted to learn techniques to help build my confidence and to meet new people. I learned that if I can change the way I think and feel more positive I can change my way of moving forward in my life. It was really useful, particularly stuff about beliefs opinions and attitudes, conscious and subconscious truth. I'm going to try my best to make changes and feel better about myself and my image and how I feel using the tools we learned, like making action plans, taking time to de-stress.*
- *I feel meeting new people helps me as I'm not really good at meeting strangers. I feel unsure of how they will react to me as I'm normally always on my own.*

- *Makes me feel wanted because I'm around other people and talking to other people. It lifts my mood and gives me the energy to go back and try some of the recipes and exercises we learned.*
- *I love the days with GDA. It takes away the feelings of isolation I sometimes feel when I feel down. It is also great to learn new skills when having fun. It makes the day go so quickly.*
- *I learned how to express myself better. I also learned that with the support at these GDA groups I can join in without feeling self-conscious. The learning felt very positive and comfortable about writing, the tutor was very good at presenting this session and so encouraging of everyone. It made me feel better mentally and physically and long may it continue.*
- *Coming to GDA learning makes me feel worthwhile instead of forgotten and useless. It also cheers me up because I am taking part in something productive.*
- *Getting the taxi, lunch and personal support meant I could come along and try something new with nothing to lose. I was a bit reluctant, but now I am hooked – it was brilliant, so much better than expected and I really did enjoy meeting new people, even though this terrified me!*
- *It was a great help to me – It helped with my confidence and to have faith that what I write is decent.*
- *Not only have I been helped, but we've all been helped to make things better for disabled people because we get support to bring these issues directly to politicians and those who make the big decisions.*

Overall stats from our evaluations forms collected at each session show:

- ✓ *77% of people said they felt more confident after attending their first learning session and this increases dramatically when they attend multiple courses*
- ✓ *85% said they feel better able to cope*
- ✓ *100% said they enjoyed the opportunity to meet new people*
- ✓ *88% said they learned something useful*

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 over 60 different organisations, directly to disabled people, e.g. DPOs, such as GCIL, Inclusion Scotland and support organisations, e.g. Flourish House, Headway, CKUK, 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.

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.

Working in Partnership

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.

GDA has maintained and developed meaningful, reciprocal partnerships, connections and networks with organisations across the city and at the national level, including:

Public Realm regeneration: we continued to support disabled people in the consultation and engagement process of the multi-million-pound redevelopment of the city centre "Avenues", as well as development of Queen Street Station, George Square, GHSCP Health and Social Care Hubs, cycling routes and other local and citywide infrastructure projects. These are major pieces of work, bringing together a multitude of partners and lobby groups across the city, with all the related tensions and conflicts expected.

Scottish Social Security Agency: We continue to support disabled people, as well as parents/carers of young 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 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 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 which was held in May 2019 in Milton and was a great success, attracting significant media attention.

West Boathouse Rejuvenation: GDA supported the West Boathouse Trust in their successful application for funding to rejuvenate the historic building as well as engage disabled people in wider aspects of the project, including boatbuilding, and plans to celebrate the Year of Coasts and waterways. This partnership work was invaluable for enabling the heritage and project team to understand the needs of disabled people and the actions necessary for inclusion. The boatbuilding

concluded in November 2019 and the 2020 aspects of the project were unfortunately delayed due to the pandemic.

Impact of Partnership Working

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 feedback received in the reporting period include:

Glasgow City Council Community Safety & Regulatory Services: *Glasgow Disability Alliance is a valued partner in Glasgow City Council's multi-agency approach to tackling hate crime. As a Disabled Person's Organisation, GDA is a credible source of information on the experiences of disabled people and working with GDA gives agencies the opportunity to engage with a range of its members so that the perspectives of disabled people are incorporated into strategies and action planning to address hate crime.*

The relationships that GDA has with the wider voluntary sector makes it an ideal organisation to build bridges between public sector organisations, agencies and the voluntary sector. Glasgow City Council's Community Safety and Regulatory Services has found this strengthens delivery on our strategic outcomes to address Hate Crime.

GCC Direct and Regeneration Services: *As we do not work directly with individuals seeking employment, it is essential that we know the issues faced by excluded groups and are clear on what approaches are effective in ensuring their progression towards employment. Working with GDA and its members has ensured that as we develop programmes and approaches to employability, the perspective of disabled people is fully taken into account.*

GDA work in true partnership with their members and fully understand the issues people face. They provide a level of clarity and realism in their articulation of this because of the way they involve their members. GDA are a strong, positive voice for their members but as well as reflecting their views, they offer support to amend and adapt approaches. We have found their knowledge and support incredibly valuable and working with them has ensured we are more informed and inclusive in our developments.

Colin Anderson, Independent Convener, Glasgow Adult Support and Protection Committee: *I am pleased to confirm that GDA plays a key role in supporting the Committee's duties and responsibilities. Glasgow ASPC has the voice of service users at its heart and the role of service users on the Committee is key. This role is not only about voicing views on matters considered by the committee but primarily involves leadership and the initiation and development of policy and service proposals. In this respect, GDA plays a key role in helping APC understand, listen to and act on the needs and perspectives of service users.*

It is fair to say that without the support and participation of GDA and other service user organisations, the Committee would not be able to discharge its statutory functions and responsibilities.

Social Security Scotland are committed to recruiting a diverse workforce that reflects the people of Scotland. Our partnership work with Glasgow Disability Alliance has been key to gaining a better understanding of the challenges faced by disabled people in the workplace. Prior to our recent Client Advisor campaign, we delivered a bespoke recruitment workshop for GDA members and led a group on a tour of our offices to encourage them to apply for our roles and discuss ways we can improve the recruitment process. These workshops were a great success and have helped us refine our recruitment approach to ensure it is as accessible as possible. We look forward to a continued relationship with GDA and their members to build on our understanding of the needs of disabled people and ensure we remain an inclusive employer, **Jennifer Lewicki, Resourcing Partner, Social Security Scotland**

Skills Development Scotland: *We have worked closely with GDA for a number of years. They have provided valuable support and guidance to help us ensure all our services are accessible to disabled people, as well as helping us get it right for our disabled employees. They have also delivered excellent training highlighting the issues facing disabled people and how even minor adjustments can have a positive impact for disabled people.*

Nick Brown, Volunteer Glasgow: *Volunteer Glasgow has been working in close partnership with GDA for many years now resulting in significant benefits to beneficiaries of both organisations' services. For Volunteer Glasgow the over-arching benefit to all of the many and varied examples of collaboration between the two organisations has been the chance to ensure that disabled people have a voice in the development of key volunteering services and initiatives. This has never been more important than now as inclusion, health and wellbeing become rightly more and more central to volunteering policy priorities, both nationally and locally.*

GDA has been a key partner in a recent Volunteer Glasgow led programme of inclusive volunteering events and as well as this the expertise of GDA staff has significantly helped Volunteer Glasgow to lead a national steering group looking at how volunteering is treated within the benefits system. GDA members continue to provide invaluable input to the ongoing development of Glasgow's digital volunteering platform as we strive to ensure it is fully accessible to all sections of the community. The staff and members of GDA are an invaluable support and resource to our efforts to develop and deliver inclusive volunteering services and we look forward to continuing this partnership in the years to come.

Adrian Murtagh, Head of Volunteer Practice, Volunteer Scotland: *Volunteer Scotland has been working with Glasgow Disability Alliance (GDA) for a number of years. Initially at Board level where a representative played an active role within Volunteer Scotland's board, focusing on our strategic planning and governance.*

I know as part of this role Glasgow Disability Alliance has always raised the issues of disability and challenged/educated Volunteers Scotland's strategic activities and governance from the position of supporting the disability agenda within our national activities and our internal practices/procedures.

Glasgow Disability Alliance was a founding member of the National Inclusion in Volunteering Group, which seeks "equality of opportunity for all who choose to volunteer in ways that are right for them." GDA plays a crucial role within this group, not only seeking and presenting the views of people with

lived experience and their challenges around volunteering, but also taking a proactive role in supporting and developing tools to develop and share best practice with and to volunteering opportunities within Scotland.

Through the National Inclusion in Volunteering Group's learning and development programme GDA has been involved in national workshops, Volunteer Scotland's AGM and has created a specific "Top Tips" information guide. All with the focus on raising the issues around the challenges and solutions to involve more disabled people in volunteering. GDA took the main role in hosting the Scottish Parliament's Cross Party Group on Disability debate on inclusive volunteering.

I would also like to highlight that while working with GDA on the development of the inclusion in volunteering agenda, their participation, knowledge and expertise has not only changed my practice but has influenced and changed the practice of many organisations and volunteer involving groups throughout Scotland.

Sally Pritchard Community Learning Coordinator Glasgow Science Centre: *Initially the GDA accessed our short courses through our community learning team. Participants who attended from the GDA identified as having a wide spectrum of disabilities, which led us to re-think our approach to engaging with community groups. The main learning point for us being that with such a diverse group of needs, individual conversations were required to ensure maximum inclusion. This led onto running a focus group with the GDA to inform our staff training and general practices.*

The GSC Accessibility guide was amended after consultation with the group and the relationship between organisations has proved mutually beneficial, with other departments including our marketing and communications team seeking advice in order to keep abreast of current legislation and possible barriers to inclusion within the centre.

Ingrid Shearer, Heritage Engagement Officer for the Rejuvenation of the West Boathouse project: *We worked closely with GDA staff from the outset, and having a generous lead time to plan, budget and schedule the project was probably the most important factor in its success. The participants and GDA staff were wonderful to work with – enthusiastic, engaged and patient in explaining and working to overcome some of the challenges and barriers that disabled people face. Watching the participants confidence grow as the weeks progressed was a joy, and their commitment to the boatbuilding was remarkable, (despite the sub-zero conditions in the unheated hall!). Future workshops with GDA will focus on adaptations to the boats and facilities to make them easier for disabled rowers. This information will be shared with the Scottish Coastal Rowing Association and the two clubs based in the West Boathouse building – Clyde Amateur Rowing Club and Clydesdale Amateur Rowing Club. I very much look forward to continuing to work with GDA as the wider renovation project continues.*

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,** highly participative model building people, their capacity, connections and contributions including to control their own lives and co-design and shape better public services
- ✓ **Able to respond quickly to local and national priorities, bringing disabled people's voices** together (in person, online, via social media and via staff expertise) and coalescing with the Glasgow DPO Network and SILC (Scottish Independent Living Coalition) on issues of common priorities for DPOs in Glasgow and Scotland.

- ✓ **A conduit to/within/between disabled people** with unparalleled breadth and depth of connections to disabled people, their supporters, allies and public bodies
- ✓ **Bringing disabled people's lived experience and voices, their involvement and practical solutions and ideas** to Glasgow City Council, Scottish Government, other public sector including Health and Social Care Partnership and Integrated Joint Board, Glasgow Life, Housing Associations, Community projects, Glasgow University, GCAL, colleges and Third Sector Interface- GTSIN- in Glasgow.
- ✓ **Offering Additionality by bringing Glasgow DPO Network** voices to the table in Glasgow
- ✓ **Experts on pan-impairment / intersectional issues** – 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 BAME people is ongoing.
- ✓ **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. Sustainability and Challenges

GDA experiences over many years include specific challenges around sustainability as an Equalities organisation and a Community of Identity:

- As a DPO (disabled person led organisation) GDA experiences 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. The extra costs of access mean we seem more expensive rather than that there are more barriers to be overcome!
- This last point results in a need to persuade funders and policy makers to **take positive action in relation to allowing necessary access facilitation costs when setting guidelines on "average grant awards"**. Otherwise, compared with non disability organisations, GDA is 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 cannot easily access in communities (because access costs are not 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 makers in relation to funding which is a fine line to be balanced and which is flagged on our Risk Register.
- As a DPO , GDA is constantly working on sustainability and applying 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. This is particularly where we have been cut out of other funding due to a lack of equalities understanding or "literacy" amongst assessors and policy makers.

- It is common that grants are awarded to GDA 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. This is an ongoing and very real risk.
- GDA experiences disadvantage due to an over-emphasis on place based approaches and communities of place. An analysis of inequality based only on socio-economic disadvantage leads to a raft of solutions and measures which unwittingly widen inequalities. These unintended consequences are based on incorrect assumption that community funding is for small and local orgs: yet GDA is a grassroots community of identity with thousands of members living in communities which are not accessible to them and which they do not feel part of. GDA's recent dialogue with thousands shows that 80% of disabled people do not know where to turn for help and support in local communities.
- GDA is often excluded from funding sources due to capped turnover being applied in eligibility criteria which doesn't account for either equalities communities and/ or the reach and scale of our delivery.

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.

Despite evidence, challenges with sustainability remain. The report **“‘Hard to reach’ or ‘easy to ignore?’ Promoting equality in community engagement”** by **What Works Scotland**, 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”

It is however argued that resources are both necessary and beneficial in promoting increased wellbeing, democracy and equality,

“Appropriate resources are required to foster equality in community engagement – financial and practical support to facilitate participation, internet access and provide community development staff. Additionally the development of a variety of institutions, processes and methods – with the scope to research and co-produce new initiatives – is required. Equality in community engagement can provide the foundation for the wellbeing of all people, and democracy in Scotland and beyond,”
“‘Hard to reach’ or ‘easy to ignore?’ Promoting equality in community engagement” 2017

A case is also made for resources to support participation of disabled people to support transformational change in decision making,

“Transformative change for disabled people requires the sustained participation of disabled people in resource and policy decision making in social care, employability, housing, transport, public infrastructure and other public services. For the commitment of PB to provide meaningful change for disabled people, across mainstream services ... they must be supported to participate in all aspects of the co-production, design, and formulation of public budgets and service design” **Evaluation of Participatory Budgeting Activity in Scotland 2016-2018, Angela O’Hagan, Clementine Hill O’Connor, Claire MacRae and Paul Teedon, 2019**

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 previously pioneered “Community of Interest” equality approaches by funding GDA to lead on work around Participatory Budgeting.**

In addition, **Glasgow City Council funded the Rights Now project**, enabling significant financial gains for 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. Developing connections both within GDA and outwith grows resilience and it is these connections which act as a safety net and shore disabled people up during turbulent times.

Sustainability then, 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 and hopefully will provide an anchor and lifeline during COVID and the challenges and inequalities it has highlighted, supercharged and created.

6 GDA's Funding Journey

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. 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. Glasgow City Council's level of investment increased substantially over this financial year and added to the contribution to GDA's core from the Scottish Government Equality Unit Strategic Intermediary Fund. Together this diversified funding – with core funding at its heart- enabled a more stable and solid basis from which to plan and respond to the significant needs and challenges facing disabled people.

Projects – with various posts attached - 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"***.

2019-2020 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 Impact Funding Partners.

In 2019-2020, income totalled £1,221,000 demonstrating continued confidence in investment during challenging times. Funds invested in GDA were as follows:

Big Lottery: "Change the Way" - £166,666 in 2019 -2020

Funded Dec 2017 – Nov 2020 at £500,000 for GDA over 3 years. 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" - £192,519 in 2019-2020

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. FVSC 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”: £200,000 in 2019-2020

Funding awarded from 1st July 2017 – 31st March 2020. 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 2019-2020

GDA Core Strategic Project was awarded in 2019-20 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.

Scottish Government: Community Choices “Budgeting for Equality: Disabled People & 2nd Generation PB” £100,000 in 2019-2020.

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, and 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” £66,750 in 2019-2020

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 2019-2020

“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: £138,229 in 2019-2020

“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. The Rights Now year 1 Impact Report and film were produced during 2019-2020.

Glasgow City Council “Community Budgeting for Equality”: £50,000 in 2019-2020

“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 City Council “Participatory Budgeting”: £19,972 in 2019-2020

During 2019-20 GDA continued to build on work around Participatory Budgeting, supporting disabled people and their groups in **local pilot areas in Glasgow**.

- ✓ Funding was secured in Pollok towards improving access for disabled people. This Capital project was paused at the outset of Lockdown but agreement had been reached with both Glasgow City Council and Friends of Househill Park group to **install accessible play equipment in Househill Park. This work will be restarted, installed and unveiled in 2021.**
- ✓ Funding was also from the GCC “3Cs” PB process in Canal Ward which was towards a confidence boosting day for local members with a focus on **building confidence and capacity around employability**. A day was held at Milton Learning Campus and attended by local disabled people seeking employment skills.
- ✓ **Small amounts were also received towards Milton Fun Day in May 2019 and Together at Christmas in December 2019** – again in Milton. These were both partnership events receiving local PB monies and topped up by GDA’s PB project.

Scottish Government Inclusive Design £25,000 in 2019-2020

Funding was secured for a project to research, study and make recommendations towards development of inclusive design research methods as part of the Scottish Approach to Service Design in recognition that current methods of service design are not always inclusive or accessible. GDA’s Project will contribute to the radical roadmap to better public services being trailblazed by the SATSD which has pioneered design thinking in government and beyond to:

- ✓ explore problems collaboratively and with users BEFORE a solution or service is decided
- ✓ remove organisational or sectoral boundaries
- ✓ bring disparate parts of the public sector together around a common goal.

This Project was partly delivered in 2019-2020 and was planned to carry forward into 2020-2021. COVID 19 temporarily delayed project activities but the project restarted and will be completed in 2020-2021 as planned.

Glasgow HSCP Wellbeing for Longer Fund, “CLICK project for disabled people” £40,000 in 2019-20

CLICK: 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.

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- 76% against 24%** 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 Hire 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 for a variety of reasons.

An analysis of 2019-2020 accounts in terms of activity and resources has led to the following allocations of costs:

- **34% of budget** was directed to beneficiaries 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)

This was less spend proportionately than the previous year for 3 main reasons:

1. The ending of 2 funds: Scottish Government "People and Communities" Fund and Glasgow City Council "Budgeting for Equalities" - less funding available
2. A higher proportion of short term project specific funding enabling more detailed work focused on specific areas
3. The onset of COVID during March involved cancelling a high level of planned activity and events which had been planned, advertised and recruited for and many were oversubscribed including:
 - ★ 3 large area based events around Health and Social Care and Locality Planning
 - ★ Parents events for young disabled people and parents and carers
 - ★ Full learning Programme with multiple events on many days

- By apportioning staff delivery time, premises for direct delivery and office costs which contribute to direct delivery, the following is deduced:
 - ✓ Expenditure totalled **£1,063,435**
 - ✓ **76%** expenditure was direct delivery
 - ✓ **24%** on infrastructure /overheads.
- GDA provides a fabulous return on investment: with **5233 disabled people** receiving direct and targeted information about supports and services - unit costs were **£203.20 per person**. Similarly, with **4541 learning opportunities**, unit costs were extremely cost effective at **£234.18 per learning opportunity**.
- During 2019-2020 GDA generated **3%** 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 4-16 weeks, small events, large events
 - ✓ Access needs of target groups including reducing barriers to participation and support required e.g. personal assistance, IT, interpretation, specialist equipment, additional time taken e.g. a 4 week course for non disabled people might take double the time due to care and assistance needs, concentration levels, fatigue or other illness related issues.
- It is GDA's ambition to secure grants which align with principles of full cost recovery so that overheads as well as direct project costs are met. In some cases, project specific staffing is also secured.
- A clear Reserves Policy is in place and reviewed annually by the Board. **Reserves are currently set at 4 months i.e. £407,000** with an ambition of growing these to 6 months. In light of the fact that GDA is now providing Lifeline services and supports to disabled people as a result of COVID 19.

GDA Reserves policy takes account of:

- ✓ GDA's Mission and Strategic Plan
- ✓ Income and Expenditure Profile
- ✓ Forecasted amount required of 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 such as GDA Lifeline supports to disabled people during COVID-19.

It is the policy of the charity to maintain reserves at a level sufficient to cover management, administration, redundancy, support and winding up costs for a **4- 6-month period**. The trustees consider current costs of closure and examine the level of reserves each year when setting the following year's budget

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 some reserves through Equality training; Consultancy work; Management fees where applicable; Testing and developing ideas for more sustainable income generation.

7. Future plans

Context: Covid-19 Pandemic

From March 2020 it was becoming increasingly apparent to ordinary members of the public that the COVID 19 pandemic might affect us and it was clear to community based and Third Sector organisations that this was going to have a significant impact on all individuals and organisations across Scotland and the UK. GDA acted with integrity in an attempt to protect staff and members based on the briefings and daily updates. **Scottish Government were fundamental in communicating messages across Scotland to enable us to take decisions and actions to protect members and keep everyone safe to the best of our knowledge at each moment in time.** The following list is not fully comprehensive but paints a good picture of GDA's response:

- ✓ During the initial few weeks, **GDA's senior Management Team**, met daily to review the latest information and guidance in order to establish alternatives to face to face delivery and plan actions for coping with the immediate impacts. **In dialogue with the Board Executive Committee**, it was quickly agreed that GDA needed to cancel all planned learning and events and the priority became how to best communicate clear information to our 5000+ members about the virus, the latest safety advice and also the impact on GDA activities.
- ✓ Staff were briefed daily through face to face meetings, written Memos and Briefings to enable as full an understanding as possible and to create reference materials. All existing staff were quickly supported to move to working from home from **Tuesday 17th March** and were given the necessary support and equipment to do so – office furniture, IT equipment, mobile phones, etc. All casual workers were contacted and a few were placed on furlough as their role in supporting face to face work was suspended. The remaining few were retained as they were willing and able to make deliveries of food and essentials to disabled people in need.
- ✓ The **GDA Board** were involved and informed throughout this process and the Board themselves had an emergency COVID **meeting on the 27th March to review risks and consider the impact of COVID** within each area as well as any new areas which might be created.
- ✓ By the start of lockdown- **Monday 23rd March**- our plan was well underway to contact as many of our members as possible by phone. We began "**Wellbeing Checks**" to find out how they were doing, map and connect them to existing and new services as required, find out the concerns they have and use this engagement survey intel to develop our own response. At the same time, staff were collating and sharing information about local responses to ensure

disabled people could be connected into the support they needed and identify gaps in and/or barriers to local provision.

- ✓ **In the space of a few weeks, we engaged thousands of disabled people via phone calls, and over 5000 by post – multiple times- to establish needs, concerns and issues faced due to the pandemic.** Information about the GDA Covid-19 Resilience Response is available on our website and has been fed into both **Glasgow City Council and Scottish Government**. This will be reported in detail in our 2020-21 Trustee Report.
- ✓ **GDA's rapid shift to innovate, adapt and deliver new models** demonstrates our unwavering energy, determination and commitment to making sure disabled people do not fall through the cracks and that disabled people's lives and outcomes are improved- no matter the circumstances.

Evolving Response to COVID

We anticipate the effects of the pandemic itself as well as local, national and UK wide measures to mitigate these effects will have significant short and longer term negative effects on disabled people. Early indications by end of March 2020, were that the absence of disabled people's voices in development of emergency planning will result in disabled people falling through gaps and being forgotten. **Our initial findings suggest that disabled people will need significant direct support, including from GDA and others – ideally- in a number of areas:**

- **Accessible and inclusive provision of food and essentials, including medication delivery.**
- **Digital devices, access to broadband and 1-2-1 intensive coaching** to enable connections to peers, families, friends and services.
- **Enhanced welfare rights and money advice support.**
- **Significant support and advocacy around social care** – we know that around 1800 existing social care packages were suspended by end of March 2020, with little or no notice, leaving disabled people in extremely vulnerable and desperate situations in relation to basic survival.
- **Accessible and inclusive online learning, peer support, activities and opportunities.**
- **"Voice" related opportunities to build collective capacity to contribute to solutions** as part of COVID planning in Glasgow and Scotland and to ensure that disabled voices and priorities are heard and acted on.
- **Alternative opportunities for those unable to connect online**, e.g. by phone, by text.
- **Access to information and support services** that meet their needs.

Consequently, we are already planning and delivering alternative and additional models of support, based on our early findings from our "Wellbeing Checks", engagement survey and ongoing dialogue with well over 5000 disabled people. We will continue to adapt and add to our response as further evidence of needs are identified.

This major and urgent response is likely to be required well into 2021 and we will seek funding, partnership working opportunities and in-kind support to ensure disabled and older people across Glasgow are able to access the support they require in these unprecedented times. We will continue to work with the Scottish Government, Glasgow City Council and others to develop strategic responses that benefit disabled people of Scotland.

Considerations for Human Rights

The COVID-19 pandemic is impacting societies at their very core, deepening pre-existing inequalities and creating new threats- to disabled peoples very rights to life – e.g. the invitation by many GPs to agree to DNRs – treatment or hospitalisation- should disabled people become infected with COVID. Even under normal circumstances, one billion disabled people are less likely to access education, healthcare and livelihoods or to participate and be included in the community. They are more likely to live in poverty, and experience higher rates of violence, neglect and abuse. **COVID-19 pandemic is “supercharging” these inequalities, and producing new threats.**

According to the Secretary General of the UN, by working with disabled people and DPOs, this also presents a unique opportunity to design and implement disability-inclusive COVID-19 response and recovery, and build more inclusive and accessible societies.

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.

In addition, **Scottish Government engaged immediately before the end of March 2020** to hear issues and priorities affecting GDA members: **these have been built into the national Social Renewal Advisory Board to ensure that disabled people inform and shape responses.**

Similarly, Glasgow’s Social Recovery Taskforce has also welcomed GDA’s involvement and has placed Human Rights, Equalities, and the voice of Communities- including Communities of Identity- at the heart of decision making and the wider renewal and recovery programme to enable disabled people’s experiences to inform the design and delivery of recovery approaches.

Moving Forward

GDA is ambitious and hopeful that we can continue to secure core investment from both Glasgow City Council and Scottish Government to mitigate the UN declared “Human Catastrophe” of disabled people’s lives. We are also committed to securing investment from grants and trusts towards our vital work. This not only provides security for staff, but also enables the Board to work with the SMT to plan more effectively.

Our primary goal will be to rollout our COVID Lifeline Response and related activities as detailed on Page 34- to meet the needs of disabled people.

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 support across the city and this is particularly acute in the onset of Lockdown at March 2020 where lives have been threatened and where disabled people have begun to fall through the cracks once more in the face of crisis (previous examples include Austerity measures due to Welfare Reform).

Addressing the current challenges and barriers faced by disabled people will require commitment and creativity by GDA and others we work alongside. 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 and services that affect them – both as individuals and collectively.**

For example, we will:

- ✓ Develop, improve and deliver our programmes of learning, capacity building and support for disabled people of all age. This will include exploring online options and seeking access to devices and WiFi for disabled people who have no access.
- ✓ 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.
- ✓ 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. We will run a 'Personal Independent Payment (PIP) uptake campaign in summer 2020.
- ✓ Produce short films about GDA's work with disabled people of all ages – this is likely to include disabled people's experiences of the Covid-19 pandemic.
- ✓ Expand co-design and co-production 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.
 - Temporary Police Powers in relation to COVID-19
 - City Avenues and other Public Realm Developments across Glasgow.
 - Employment Action Plan and Glasgow Strategic Employability plans
 - Hate Crime – increase the promotion of 3rd 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 and support the rollout of the Future Visions project and GDA's Expert Group on 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 and Connecting Scotland

- Young disabled people – including the National Framework, Transitions Fund and wider plans to improve life outcomes.
 - COP26 planning which will likely restart towards 2021
 - Covid-19 emergency and ongoing responses, plus recovery and renewal strategies and planning.
-
- ✓ 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 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.
 - ✓ Work creatively to change hearts and minds, including 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.
 - ✓ Produce more regular and targeted communications, refreshing our website and promotional leaflets, publishing reports to share learning, celebrating successes and supporting 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- particularly sharing lessons about the impacts of COVID.
 - ✓ Secure continued and diverse funding base, wide stakeholder support and models of income generation and innovation towards organisational sustainability
 - ✓ 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.
 - ✓ Adapt GDA's "offer" to disabled people and partners involved in co-design and explore creating new services and supports as needed to response to COVID.

8. STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Glasgow Disability Alliance for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with 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".

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

- ✓ select suitable accounting policies and then apply them consistently;
- ✓ observe the methods and principles in the Charity SORP;
- ✓ make judgements and estimates that are reasonable and prudent;
- ✓ 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

AUDITORS

The auditors, Key Professional Partnership Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 28 December 2020 and signed on its behalf by:



Angela Mullen, Convenor

Report of the Independent Auditors to the Trustees and Members of

Glasgow Disability Alliance

Opinion

We have audited the financial statements of Glasgow Disability Alliance (the 'charitable company') for the year ended 31 March 2020 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'.

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 2020 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 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:

- adequate and proper accounting records have not been kept 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 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. 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 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 the 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 as a body, for our audit work, for this report, or for the opinions we have formed.



Stephen Usher (Dec 28, 2020 14:52 GMT)

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

28 December 2020

Glasgow Disability Alliance

Statement of Financial Activities
for the Year Ended 31 March 2020

	Notes	Unrestricted funds £	Restricted fund £	31.3.20 Total funds £	31.3.19 Total funds £
INCOME AND ENDOWMENTS FROM					
Grants, donations and other income	3	17,855	1,203,145	1,221,000	1,215,495
EXPENDITURE ON					
Fundraising and operating activities	4	42,625	984,868	1,027,493	1,042,986
Other		-	35,942	35,942	31,861
Total		42,625	1,020,810	1,063,435	1,074,847
NET INCOME/(EXPENDITURE)		(24,770)	182,335	157,565	140,648
Transfers between funds	9	17,138	(17,138)	-	-
Net movement in funds		(7,632)	165,197	157,565	140,648
RECONCILIATION OF FUNDS					
Total funds brought forward		235,325	346,919	582,244	441,596
TOTAL FUNDS CARRIED FORWARD		227,693	512,116	739,809	582,244

The notes form part of these financial statements

Glasgow Disability Alliance

Statement of Financial Position
31 March 2020

	Notes	Unrestricted funds £	Restricted fund £	31.3.20 Total funds £	31.3.19 Total funds £
FIXED ASSETS					
Tangible assets	11	-	18,490	18,490	10,142
CURRENT ASSETS					
Debtors	12	-	104,149	104,149	67,828
Cash at bank and in hand		<u>227,692</u>	<u>408,766</u>	<u>636,458</u>	<u>522,625</u>
		227,692	512,915	740,607	590,453
CREDITORS					
Amounts falling due within one year	13	-	(19,288)	(19,288)	(18,351)
NET CURRENT ASSETS		<u>227,692</u>	<u>493,627</u>	<u>721,319</u>	<u>572,102</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>227,692</u>	<u>512,117</u>	<u>739,809</u>	<u>582,244</u>
NET ASSETS		<u>227,692</u>	<u>512,117</u>	<u>739,809</u>	<u>582,244</u>
FUNDS	14				
Unrestricted funds				227,692	235,325
Restricted funds				<u>512,117</u>	<u>346,919</u>
TOTAL FUNDS				<u>739,809</u>	<u>582,244</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 28 December 2020 and were signed on its behalf by:

M. MacKay

M.MacKay - Trustee

The notes form part of these financial statements

Glasgow Disability Alliance

Statement of Cash Flows
for the Year Ended 31 March 2020

	Notes	31.3.20 £	31.3.19 £
Cash flows from operating activities			
Cash generated from operations	1	<u>158,123</u>	<u>185,159</u>
Net cash provided by operating activities		<u>158,123</u>	<u>185,159</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(44,290)</u>	<u>(30,071)</u>
Net cash used in investing activities		<u>(44,290)</u>	<u>(30,071)</u>
Change in cash and cash equivalents in the reporting period		113,833	155,088
Cash and cash equivalents at the beginning of the reporting period		<u>522,625</u>	<u>367,537</u>
Cash and cash equivalents at the end of the reporting period		<u>636,458</u>	<u>522,625</u>

The notes form part of these financial statements

Notes to the Statement of Cash Flows
for the Year Ended 31 March 2020

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

	31.3.20 £	31.3.19 £
Net income for the reporting period (as per the Statement of Financial Activities)	157,565	140,648
Adjustments for:		
Depreciation charges	35,942	31,861
Increase in debtors	(36,321)	(2,698)
Increase in creditors	<u>937</u>	<u>15,348</u>
Net cash provided by operations	<u>158,123</u>	<u>185,159</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.19 £	Cash flow £	At 31.3.20 £
Net cash			
Cash at bank and in hand	<u>522,625</u>	<u>113,833</u>	<u>636,458</u>
	<u>522,625</u>	<u>113,833</u>	<u>636,458</u>
Total	<u>522,625</u>	<u>113,833</u>	<u>636,458</u>

The notes form part of these financial statements

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 2019)', 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.

The financial statements have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 and Charities Accounts (Scotland) Regulations (as amended).

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.

Government grants

Government grants are included as income when they have been awarded and conditions of the awards have been met, it is probable that income will be received and the amounts can be reliably measured.

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

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

The assets are being written off over expected useful life after allowance for any residual value. Leasehold improvements are written off as they are acquired as leases are on one year rolling contracts.

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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 sufficient projected income to cover the next twelve months trading. The reserves policy set by the board of 4 months costs ongoing has not been attained within designated funds but this is common among charities of this nature and it is expected that any shortfall would be covered by government funding.

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.

Cash and Cash Equivalents

Cash and cash equivalents include all cash and bank balances and funds held at the payroll bureau on behalf of the charity. These are recorded at their closing balance. The funds held by the payroll bureau are shown as debtors within current assets.

3. GRANTS, DONATIONS AND OTHER INCOME

	31.3.20	31.3.19
	£	£
National Lottery Community Fund - Change the Way (restricted funds)	166,666	166,667
Scottish Government - Strategic Intermediary Core (restricted funds)	200,000	225,000
Scottish Government - Committee Choices (restricted funds)	100,000	100,000
Glasgow City Council - Community Budgeting (restricted funds)	50,000	50,000
Impact Funding (Health & Social Care) Wellbeing for Longer (restricted funds)	40,000	30,000
Scottish Government - People & Communities (restricted funds)	66,750	133,500
Glasgow City Council - Community Budgeting (restricted funds)	19,972	-
Scottish Government - Future Visions for Social Care (restricted funds)	192,519	187,077
Scottish Government - Strategic Funding (restricted funds)	100,000	100,000
Other - Partnership Working (restricted funds)	25,080	19,509
GCC - IGF (restricted funds)	74,000	74,000
Refunds	234	138
Activities for Generating Income	15,000	15,000
Scottish Government - Inclusive Design (restricted funds)	25,000	-
Glasgow City Council - Invest To Improve Fund (restricted funds)	138,229	79,541
Carried forward	1,213,450	1,180,432

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

3. GRANTS, DONATIONS AND OTHER INCOME - continued

	31.3.20	31.3.19
	£	£
Brought forward	1,213,450	1,180,432
Donations	2,621	4,992
Glasgow City Council Capital Grant (restricted funds)	35,000	-
Deferred Capital Grant Release	(30,071)	30,071
	<u>1,221,000</u>	<u>1,215,495</u>

The deferred grant was released in the 2019 accounts, funds were received in 2020 and spent in 2020 so the previous deferral was reversed.

4. FUNDRAISING AND OPERATING ACTIVITIES

	31.3.20	31.3.19
	£	£
Charity operating costs	<u>1,027,493</u>	<u>1,042,986</u>

5. OPERATING COSTS

	Operational and support costs £	Governance costs £	Totals £
Represented by	<u>1,005,771</u>	<u>21,722</u>	<u>1,027,493</u>

6. NET INCOME/(EXPENDITURE)

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

	31.3.20	31.3.19
	£	£
Auditors' remuneration	6,000	4,800
Depreciation - owned assets	<u>35,942</u>	<u>31,861</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2020 nor for the year ended 31 March 2019.

Trustees' expenses

Board Expenses were re-imbursed in the year as incurred totalling £2,167 (2019 £2,961). These were for expenses incurred on behalf of the Charity.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

8. STAFF COSTS

	31.3.20	31.3.19
	£	£
Wages and salaries	<u>569,126</u>	<u>454,145</u>
	<u>569,126</u>	<u>454,145</u>

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

	31.3.20	31.3.19
Management	3	3
Administrative (delivery)	4	4
Development and delivery	12	13
Access Facilitators (delivery)	<u>9</u>	<u>9</u>
	<u>28</u>	<u>29</u>

During the year there was one employee whose emoluments (excluding pension contributions) were between £60,000 and £70,000 (2019: 1).

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 £160,138 for the year (2019 £149,843).

9. MATERIAL TRANSFERS

During the year the Charitable company released surplus funds arising from management fees received within restricted funds to the unrestricted funds towards the reserves policy set by the Trustees at the annual board review. The cash balance in restricted funds is analysed in Note 16. In line with recommended Charity management guidelines the reserves policy has been developed to provide running and support costs for a 4 month period as well as redundancy costs in the unlikely event that the Charity is unable to continue. The reserves policy has not been met within unrestricted funds. The management are not concerned as, in the unlikely event of a closedown, assistance would be sought from existing funders and government bodies.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Grants, donations and other income	19,992	1,195,503	1,215,495
EXPENDITURE ON			
Charitable operations	-	1,042,986	1,042,986
Other (depreciation)	<u>-</u>	<u>31,861</u>	<u>31,861</u>
Total	<u>-</u>	<u>1,074,847</u>	<u>1,074,847</u>
NET INCOME	19,992	120,656	140,648
Transfers between funds	<u>158,586</u>	<u>(158,586)</u>	<u>-</u>
Net movement in funds	178,578	(37,930)	140,648

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted fund £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	56,747	384,849	441,596
TOTAL FUNDS CARRIED FORWARD	<u>235,325</u>	<u>346,919</u>	<u>582,244</u>

11. TANGIBLE FIXED ASSETS

	Office improvements £	Computer Equipment & Fixtures £	Totals £
COST			
At 1 April 2019	46,008	18,448	64,456
Additions	<u>32,493</u>	<u>11,797</u>	<u>44,290</u>
At 31 March 2020	<u>78,501</u>	<u>30,245</u>	<u>108,746</u>
DEPRECIATION			
At 1 April 2019	39,997	14,317	54,314
Charge for year	<u>33,553</u>	<u>2,389</u>	<u>35,942</u>
At 31 March 2020	<u>73,550</u>	<u>16,706</u>	<u>90,256</u>
NET BOOK VALUE			
At 31 March 2020	<u>4,951</u>	<u>13,539</u>	<u>18,490</u>
At 31 March 2019	<u>6,011</u>	<u>4,131</u>	<u>10,142</u>

During the year the Charity spent further funds refurbishing some of the office suite it now occupies. As the lease for these suites expires within one year the capital expenditure on this was written off by a 100% depreciation charge. A grant of £35,000 was received in April 2019 and was released in the year to offset against the depreciation charge. Other assets depreciation policies were unaffected.

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.20 £	31.3.19 £
Trade debtors	-	35,000
G.C.V.S - Payroll	98,010	32,828
Prepayments	<u>6,139</u>	-
	<u>104,149</u>	<u>67,828</u>

The debtors relate to funds held by the payroll services company GCVS and amounts prepaid for insurance.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.20 £	31.3.19 £
Accrued expenses	19,288	13,422
Deferred grants (restricted)	-	4,929
	<u>19,288</u>	<u>18,351</u>

14. MOVEMENT IN FUNDS

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
Designated towards reserve policy	<u>235,325</u>	<u>(24,771)</u>	<u>17,138</u>	<u>227,692</u>
	235,325	(24,771)	17,138	227,692
Restricted funds				
Restricted – see note 16	<u>346,919</u>	<u>182,336</u>	<u>(17,138)</u>	<u>512,117</u>
TOTAL FUNDS	<u>582,244</u>	<u>157,565</u>	<u>-</u>	<u>739,809</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Designated towards reserve policy	<u>17,855</u>	<u>(42,626)</u>	<u>(24,771)</u>
	17,855	(42,626)	(24,771)
Restricted funds restricted	<u>1,203,145</u>	<u>(1,020,809)</u>	<u>182,336</u>
TOTAL FUNDS	<u>1,221,000</u>	<u>(1,063,435)</u>	<u>157,565</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

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

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

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

	At 1.4.18 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
Unrestricted-Designated towards reserves	56,747	(4,779)	175,724	227,692
	56,747	(4,779)	175,724	227,692
Restricted funds				
restricted	384,849	302,992	(175,724)	512,117
TOTAL FUNDS	<u>441,596</u>	<u>298,213</u>	<u>-</u>	<u>739,809</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

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 £
Unrestricted funds			
Unrestricted / Designated	37,847	(42,626)	(4,779)
	37,847	(42,626)	(4,779)
Restricted funds			
restricted	2,398,648	(2,095,656)	302,992
TOTAL FUNDS	<u>2,436,495</u>	<u>(2,138,282)</u>	<u>298,213</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	107,638	300,000	307,350	100,288
SG People and communities	2,064	66,750	68,814	-
SG New Future Visions	29,555	192,519	129,328	92,746
SG Budgeting for Equality	61,968	100,000	82,932	79,036
Glasgow City Council Budgeting for Equality	-	50,000	50,000	-
Glasgow City Council (GCC) IGF	1,351	74,000	75,351	-
GCC Rights Now	40,777	138,229	120,352	58,654
GHSCP Wellbeing	-	40,000	40,000	-
Big Lottery	111,774	166,666	144,032	134,408
Partnership Working-Pollok	-	25,080	9,093	15,987
SG Inclusive Design	-	25,000	16,074	8,926
GCC Community Budgeting	-	19,972	3,761	16,211
GCC Capital Refurbishment	-	35,000	34,480	520
Balance held in cash or debtors				506,776
Prepayments				6,139
Assets				18,490
Amounts due to be paid				(19,288)
Balance of restricted funds at 31 March 2020				£512,117

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

16. DETAILS OF RESTRICTED FUNDS - continued

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.

GCC Capital Refurbishment

A grant received towards the refurbishment of office space at the charity premises.

SG Inclusive Design

Funding for a project to research methods of service design that will assist in a roadmap to better public services.

GCC Community Budgeting and Partnership Working

Grants to assist in participatory budgeting supporting disabled people through local pilot schemes. Funding targeted at local areas including Pollok and Canal Ward.

Glasgow Disability Alliance

Detailed Statement of Financial Activities
for the Year Ended 31 March 2020

	31.3.20 £	31.3.19 £
INCOME AND ENDOWMENTS		
Grants, donations and other income		
National Lottery Community Fund - Change the Way (restricted funds)	166,666	166,667
Scottish Government - Strategic Intermediary Core (restricted funds)	200,000	225,000
Scottish Government - Committee Choices (restricted funds)	100,000	100,000
Glasgow City Council - Community Budgeting (restricted funds)	50,000	50,000
Impact Funding (Health & Social Care) Wellbeing for Longer (restricted funds)	40,000	30,000
Scottish Government - People & Communities (restricted funds)	66,750	133,500
Glasgow City Council - Community Budgeting (restricted funds)	19,972	-
Scottish Government - Future Visions for Social Care (restricted funds)	192,519	187,077
Scottish Government - Strategic Funding (restricted funds)	100,000	100,000
Other - Partnership Working (restricted funds)	25,080	19,509
GCC - IGF (restricted funds)	74,000	74,000
Refunds	234	138
Activities for Generating Income	15,000	15,000
Scottish Government - Inclusive Design (restricted funds)	25,000	-
Glasgow City Council - Invest To Improve Fund (restricted funds)	138,229	79,541
Donations	2,621	4,992
Glasgow City Council Capital Grant (restricted funds)	35,000	-
Deferred Capital Grant Release	(30,071)	30,071
	<u>1,221,000</u>	<u>1,215,495</u>
Total incoming resources	1,221,000	1,215,495
EXPENDITURE		
Other		
Depreciation	35,942	31,861
Charity operating costs		
Operational and support costs		
Staff (including personal assistance & access support)	569,126	454,145
Recruitment costs	601	3,463
Staff Training	2,605	4,724
Carried forward	572,332	462,332

This page does not form part of the statutory financial statements

Glasgow Disability Alliance

Detailed Statement of Financial Activities
for the Year Ended 31 March 2020

	31.3.20	31.3.19
	£	£
Operational and support costs		
Brought forward	572,332	462,332
Sessional costs	5,638	-
Premises & Overhead Costs	73,658	49,831
Administration Costs	35,014	51,141
Training, Development & Consultancy	92,849	177,881
Marketing & Events	77,709	93,359
Intersectional Development	2,500	-
Access Needs	121,247	165,625
Board Expenses	2,167	2,962
Repairs & Maintenance	7,666	11,141
SDS Coaching Activities	4,060	6,100
Evaluation Costs	750	1,500
Miscellaneous	1,431	298
Newsletter	7,000	7,000
Volunteer costs	1,750	2,061
Capital expenditure	-	4,150
	<hr/>	<hr/>
	1,005,771	1,035,381
Governance costs		
Auditors' remuneration	6,000	4,800
Legal and professional fees	15,722	2,805
	<hr/>	<hr/>
	21,722	7,605
	<hr/>	<hr/>
Total resources expended	1,063,435	1,074,847
	<hr/>	<hr/>
Net income	157,565	140,648
	<hr/>	<hr/>

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