



Commit to the principle
and practice of Nothing
About Us Without Us

Inclusion London

Supporting London's Deaf and
Disabled People's Organisations

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Company registration number: 6729420

About Inclusion London

Inclusion London is the only London-wide organisation run by and for Deaf and Disabled people. Established in 2008, our mission is to promote Deaf and Disabled people's equality and inclusion by supporting Deaf and Disabled people's organisations (DDPOs) in London to have a strong and influential collective voice and to deliver empowering and effective services to Deaf and Disabled Londoners.

Inclusion London is committed to, and passionate about, human rights, the Social Model of Disability, the Cultural Model of Deafness and independent living. We are committed to creating an inclusive society, free of discrimination where everyone is able to participate and contribute and where diversity, including impairment, is valued. These values are reflected in all our work where we focus on understanding and removing disabling barriers, creating and sharing inclusive practice and facilitating Deaf and Disabled people's leadership.

We have 3 strategic aims that direct our work:

1. Collective voice and influence:

To support London DDPOs to have a strong, collective and influential voice so that the needs, interests and views of Deaf and Disabled people are met and disabling barriers removed.

2. Support and strengthen our organisations:

To provide a range of accessible services that build the skills, knowledge, capacity and sustainability of London DDPOs.

3. Promote awareness and understanding of the unique contribution DDPOs make to London:

To evidence and communicate the value of DDPOs and increase Deaf and Disabled people's involvement, influence and leadership within DDPOs.

Chair's Report

The period 2015–2016 saw Inclusion London develop and extend our capacity building support to DDPOs, achieve national policy changes and secure important funding. We supported 71 DDPOs and a further 219 disability sector organisations in London over the year. This report details some of our achievements over the year including:

- 96% of 173 organisations who took part in our annual survey said our capacity building training and events are having a positive impact on their organisation and work.
- Providing one-to-one business advice and support to 59 DDPOs.
- Setting up and supporting 3 DDPO consortia/partnerships focused on building capacity and securing funding for key DDPOs services.
- Helping secure a national 4 year extension of Independent Living Fund transition funding through the work of the Save the ILF campaign.
- Successfully engaged DDPOs in the London Mayoral election & co-produced a “Disabled People’s challenge to the next Mayor of London manifesto” which secured manifesto commitments from all four Mayoral candidates.
- Launching our new website with a new look, better accessibility, easier-to-find information and new resources.

We increased our income on the previous year by £103,689 bringing our total income for the financial year to £696,528, which includes £84,672 of unrestricted training and consultancy income. Our expenditure totalled £670,835 which enabled us to increase our unrestricted reserve by £25,693 bringing it to a total of £123,255 at the end of the year.



We remain passionate about tackling the discrimination and inequality experienced by Deaf/Disabled Londoners and in supporting and championing our unique DDPO sector that continues to contribute so much to the lives of Deaf and Disabled Londoners and this city.

Zara Todd, Chair

Our Work in 2015–2016

We worked with **71** DDPOs and a further **219** disability sector organisations in London over the year



34 We supported DDPOs to get engaged in campaigns and lobbying

We ran **10** network meetings



attended by **80** representatives from organisations over the year including CEO network meetings, DDPO legal network meetings and policy and campaign forum meetings

We delivered one-to-one business and financial advice to



59 DDPOs



We produced **22** key policy and consultation papers, contributed evidence to a range of Select Committees and prepared MP briefings for a range of Parliamentary Questions and Westminster Hall Debates



 We grew our twitter followers from 1427 in January 2015 to **2096** in March 2016

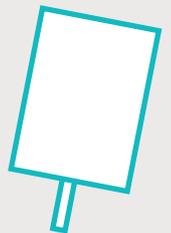
With our **5** Into Sport DDPO partners, we supported

322

inactive Deaf and Disabled people to take up Sport and physical activity



We facilitated **3** campaigns on Deaf/disability equality issues



3 We set up & supported DDPO consortiums involving **36** DDPO partners



We delivered **25** sessions attended by **457** representatives from DDPOs and wider disability sector organisations, through our capacity building project, Power Up



Key achievements in 2015–2016

We secured **media and press coverage** by Deaf and Disabled people on independent living and welfare reform issues across 8 TV programmes and 10 newspapers plus a range of social media.

Our **Business Development project** supported 59 DDPOs, 95% of which reported increased knowledge about financial and business planning and skills, 92% reported having improved ability to implement these skills within their organisation, and 89% reporting increased confidence about business and financial issues.

We continued to be a leading DDPO in the **‘Save the Independent Living Fund’ (ILF)** campaign, now renamed ‘Save Independent Living’ campaign which secured a national 4 year extension of ILF transition funding to 2020.

Our **Into Sport project** supported 322 non active Disabled people to take up Sport and physical activity. The project, funded by Sport England, has brought 5 DDPOs together, building their capacity to support Disabled people to take up sport and physical activity.

We successfully engaged DDPOs in the **London Mayoral election** including developing an election toolkit and co-producing a “Disabled Peoples Challenge to next Mayor of London manifesto” which secured manifesto commitments from all four Mayoral candidates.

We supported active engagement in **campaigns, influencing and policy work** by 34 DDPOs in London.





96% of the 173 organisations who took part in our annual survey said our **Power Up events** had had a positive impact on their organisation and work. 76% said Power Up events had significantly increased their knowledge and understanding and 55% said Power Up events had significantly increased their skills and confidence.



84% of the 173 organisations who took part in our annual survey said the **information** they received from Inclusion London website was useful. 76% said our e-resources had kept them up to date with relevant news and policy and 77% said these resources had helped them to find out information, facts and stats on issues affecting Disabled people and/or accessible transport.



We continued to play a leading role within the ‘**StopChanges2ATW**’ campaign which organised a demonstration of 1000 Deaf and Disabled campaigners in September 2015 and secured suspension and reversal of the “thirty hour rule” and the making public of the DWP guidance document Access To Work advisors use to make decisions.



We secured a further 3 years **funding** from Trust for London for our Campaigns and Communication project and secured 3 years funding from The Baring Foundation to set up and run a **Disability Justice Project**. This new project will build the capacity of DDPOs to use the law to help Deaf/Disabled people make our rights to independent living and access to goods and services a reality.

What DDPOs say about our work

“I think you are a brilliant organisation providing much needed quality support to the sector.”

“The courses I have attended have been hugely beneficial to me and the organisation.”

“The session was great – the right amount of teaching and practical – I have definitely learned about resources that I didn’t know existed and how to increase accessibility of events even in times of austerity.”

“Power Up has been essential for keeping DDPOs alive . If this stops it will be a huge loss to us.”

“Very valuable service. There are no other places we can access that quality of training for free.”

“Thank you for your support. You do a great job of supporting a wide range of organisations.”

“Extremely useful training. Looking forward to further development of joint resources and help and support on disability hate crime.”

“The Power Up project has been crucial in supporting me and my organisation to make real changes which affect the lives of older and disabled Londoners.”

“A fantastic day of learning the business tools needed to help a DDPO into the uncharted depths of the 21st century.”

“I found today’s session informative and stimulating. As an acting CEO it has been really helpful to support my role and plans for strategic planning in my organisation. I also appreciated the networking opportunities offered.”

“Keep doing what you are doing. It is unique and hugely important and valued.”

Our capacity building services

We currently run the following three capacity building projects to help build the skills, knowledge, and sustainability of London DDPOs and the wider disability sector:

The Power Up Project

Funded by London Councils and run in partnership with Transport for All, the Power Up project provides a significant range of capacity building information, policy, resources, training and networking opportunities designed to meet the specific needs of London DDPOs and the wider disability sector. The Power Up project provided support to 290 DDPOs and disability sector organisations in 2015–2016. Our range of Power Up support included:

- Training and advice surgeries on fundraising and bid writing skills
- Effective management skills and approaches
- Capturing and evidencing added-value of DDPOs
- Disability Equality training
- Building Your Brand training and advice
- DDPO Legal network
- Policy and campaigns forum

To see the current project quarterly programme of training and events visit www.inclusionlondon.org.uk/powerup

“The training events, networking sessions and information resources hit the nail exactly on the head – and I think that this is due to the nature of organisations like Inclusion London – who experience and tackle the very same issues as us other disabled person’s organisations.”



Business Development Project

Funded by the City Bridge Trust, The Business Development Project has had a very successful third year. Business and finance support has been provided to 59 DDPOs through training days, one-to-one advice and coaching, small group work, email and phone advice, and development and distribution of resources. 317 hours of one-to-one support were provided to 25 organisations, with a further 20 hours phone and email support to additional organisations.

In our annual survey 81% of respondents reported increased knowledge, and 78% increased confidence, in finance and business skills. Support was provided on a range of topics but analysis of the first two years of the project indicated common weaknesses for DDPOs in strategic planning, business modelling and costing of services. We therefore focused on these areas in this year. This was valued:

“The training has encouraged me to view the way we operate in a different way. This will help us have a more competitive edge.”

“BDM [the Business Development Manager]’s work has illuminated a dark place and encouraged us to search out new opportunities or given us increased confidence to explore those things we didn’t think we knew.”

New skills cited by participants include: strategic and business planning; financial modelling and cost analysis; marketing and articulation of impact and USP, particularly to funders; service analysis; and ability to expand into new service areas.

This year we have piloted more in depth training with follow up targeted coaching support. This model of support is clearly popular:

“The combination of Health Check, Support Plan, one-to-one, facilitation and group training is fantastic. Really happy with the approach.”

“The one-to-one support has been invaluable. [BDM] is able to identify practical steps to improve.”

Despite the very difficult financial climate, 7 DDPOs who have received one-to-one support with developing skills and systems for fundraising and financial and business modelling have increased their income since receiving support.

We have worked on improving accessibility of our support and resources. This has been particularly relevant in the business modelling and financial modelling training series which are complex topics and have included participants with widely varying access and learning needs. We have very much appreciated working collaboratively with participants to develop and improve models of support.

In addition to targeted support to individual organisations, we provided 63 days of support to facilitate consortia building. 80% of organisations responding to annual surveys report increased understanding of how to develop effective partnerships and/or consortia, with 43% reporting access to new opportunities through the support. This year we have facilitated meetings for organisations exploring specific collaboration or merger opportunities. We have delivered training for DDPO staff on collaborative working. We have supported development of a new partnership of DDPOs working in hate crime services, helping them to explore opportunities for joint service development and delivery and to identify potential funding sources for this. We have continued to advise and support existing DDPO partnerships such as the Into Sport partnership and Making It Work consortium.

We continue to develop our business and finance resources for DDPOs. We maintain a DDPO funding directory on our website as well as scanning funding portals and flagging opportunities to relevant DDPOs. 64% of organisations report ability to maintain current or access new funding opportunities through support from the Business Development Project. This year we have also developed resources about business modelling and financial modelling which are available to members on our website.

As the year ended, detailed evaluation of the first three years of the project supported a successful application to City Bridge Trust for a further 2 years of funding.

“ It has been totally worth my time coming. The project is aimed at financial modelling, but in reality I have been learning two different topics: financial modelling and basic accounting knowledge. I had very little accounting knowledge before I started and I have learned so much about accounting here. That has been absolutely vital to effective management of my organisation.”

“ The business model template model was fantastic.”

The Into Sport Project

Funded by Sport England, the project works with five DDPOs in Barnet, Greenwich, Lambeth, Richmond and Southwark, as well as with Interactive, the disability equality in sport organisation which has now merged with London Sport. The project's aim is to increase take up of sport and physical activity by Deaf and Disabled people. The project:

- Uses the unique skills and reach of DDPOs to support Deaf and Disabled people to take up Sport and Physical Activity (SPA).
- Creates new partnerships with a wide range of SPA providers who haven't necessarily understood access barriers before.
- Develops innovative solutions to some of the key barriers preventing Deaf and Disabled people from taking SPA.
- Works to embed SPA messages and support in DDPOs across London so our organisations are more able to address SPA in their work.

The project supported 322 inactive Deaf and Disabled people to take up SPA in year 2. We continue to make new partnerships with a range of other organisations and continue to develop peer focused models of support to help take up of SPA. In our final year of the Into Sport project we will be exploring how we can open up SPA skills and qualifications opportunities for Deaf and Disabled people within the SPA sector and we will develop further resources for DDPOs on learning generated by the project.

“ Good to meet interesting people from several other boroughs that are doing things better/differently re public health, community sports.”

“ Really passionate and well-delivered session; it will be interesting to hear the outcome and what steps are implemented regarding Sport and Physical activity.”



Our campaigns and policy work



Over the past year our campaigns and policy work, funded by Trust for London, has continued to focus on our priority themes of independent living, the impact of welfare reform, employment support, and hate crime against Deaf and Disabled people. In everything we do we seek to grow the campaigning strength of London DDPOs and build the collective voice of Deaf and Disabled Londoners. We believe the unprecedented political profile of Deaf and Disabled people's issues gained over the course of the year is a direct result of the impact of grassroots campaigning.

Over the year we promoted the voices of Deaf and Disabled Londoners at national, regional and local levels through:

- Co-producing with DDPOs 22 **policy papers and consultations** submissions on welfare reform related issues, equality and human rights, access and inclusion, independent living, and employment, plus evidence to select committee inquiries and a UN Periodic review.
- Inclusion London's evidence was referenced several times in the House of Lords Select Committee Equality Act 2010 and Disability inquiry.
- **Engaging with Parliament, lobbying and contributing to debates** on issues including the impact of proposed tax credit cuts

to Disabled people, the cut to Employment and Support Allowance brought in through the Welfare Reform and Work bill, the government's decision to award the contract to run the Equality Advice and Support Service to G4S and the cost of Disabled people's independent living.

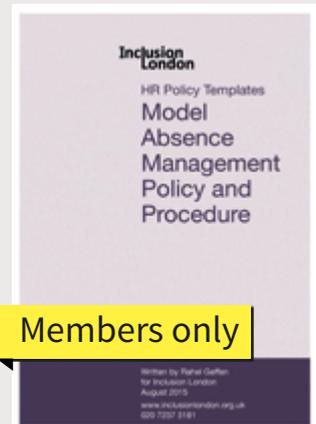
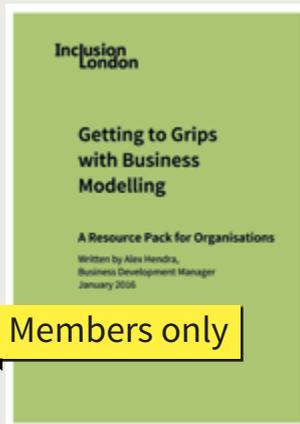
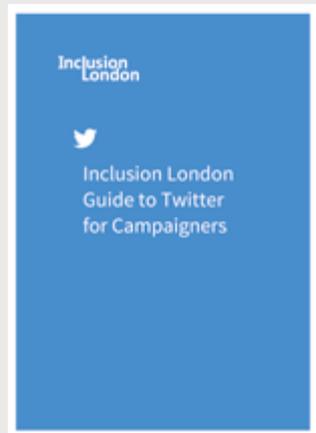
- Inputting into **forums and meetings** attended by government Ministers including the national Fulfilling Potential Forum, the DWP Alternative Formats Task Force and the Independent Living Steering Group.
- Establishing a relationship with the new social policy and diversity department within the **Greater London Assembly** and beginning to jointly identify opportunities to improve disability stakeholder involvement.
- Providing one-to-one **campaigns advice, information and support** to individual Deaf and Disabled People's Organisations tackling issues at local authority level. For example, on issues such as the Former ILF recipient grant, Direct Payments support and pre-payment cards, co-production with the local authority, cuts brought in through the budget-setting process and implementation of the Care Act 2014.
- Increasing the visibility of Deaf and Disabled people led campaigns in the **media**, developing relationships with individual journalists to contribute to ongoing coverage of the issues most important to Deaf and Disabled Londoners as well as with mainstream news teams.
- Working with our Trustee Anne Novis we developed a range of **disability hate crime** resources for DDPOs wanting to tackle hate crime against Deaf and Disabled people at www.inclusionlondon.org.uk/hatecrime.
- Continuing our involvement with the **Reclaiming Our Futures Alliance** of grassroots Deaf and Disabled People's organisations and campaigns across England, including providing support for the ROFA annual conference in September.
- Continuing to develop training and campaigning and policy **resources** including training in engaging with Parliament and lobbying, a London Elections toolkit and a 'Twitter for Campaigners' guide.

“The London Mayor Election event was excellent – an important piece of work to promote Disabled people's vision and how to put that into policy and practice.”

Our DDPO Resources

We have a wide range of resources on our website specifically designed for DDPOs, including:

- Financial and Business Modelling
- Making Events Accessible to Disabled People
- HR Policy Templates for DDPOs
- The Social and Cultural Models of Disability
- Twitter Guide for Campaigners

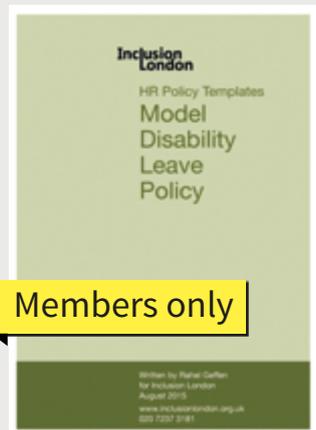
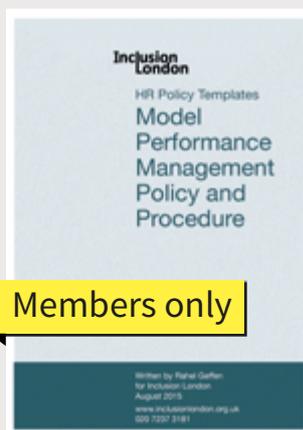
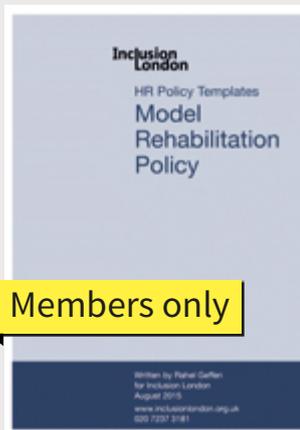
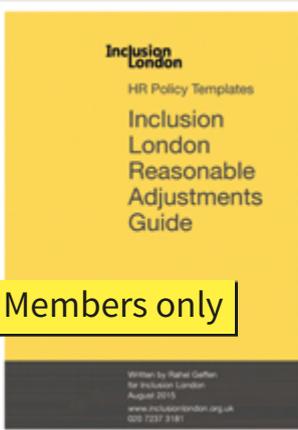


Members only

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Become a member

Join our community of London's Deaf and Disabled People's Organisations by becoming an Inclusion London member. As well as accessing exclusive member benefits, you will have the chance to shape the work we do by voting at our AGM.

Who can join?

If you are a Deaf and Disabled People's Organisation (DDPO) based in London, you can become a full member.

DDPOs are user-led organisations with:

- A board made up of at least 75% Deaf and/or Disabled people
- A staff team of at least 50% Deaf and/or Disabled people

London-based organisations taking active steps to become DDPOs can join as **associate members**, with the same benefits as full membership. We also offer **affiliate membership** to non-Deaf/Disabled-led 'disability sector' or equality sector organisations based in London that support Inclusion London's vision and values.

Benefits



DDPO Directory

Promote your organisation on the only directory of London DDPOs.



Members' resources

Access members' only resources including our Accessible Events Toolkit and HR Policy templates.



DDPO Noticeboard

Post your organisation's job listings, news and events on our online noticeboard.



Bespoke training

Full members receive bespoke training tailored to meet the priority needs of DDPOs.

Sign up at www.inclusionlondon.org.uk/membership

Our finances

Statement of Financial Activities (incorporating the Income and Expenditure Account)

For the year ended 31 March 2016

	2016 Restricted Funds £	2016 Unrestricted Funds £	2016 Total Funds £	2015 Total Funds £
Income				
Charitable activities	584,318	84,672	668,990	589,446
Investment income	-	184	184	157
Other income	-	27,354	27,354	3,236
Total Income	584,318	112,210	696,528	592,839
Expenditure				
Charitable activities	580,248	86,517	666,765	565,478
Board and governance	4,070	-	4,070	4,594
Total expenditure	584,318	86,517	670,835	570,072
Net income and expenditure	-	25,693	25,693	22,767
Net movement in	-	25,693	25,693	22,767
Funds				
Reconciliation of Funds	-	-	-	-
Total funds brought forward	-	97,562	97,562	74,795
Total funds carried forward	-	123,255	123,255	97,562

Who we are

The Directors who served us during the year were as follows:

Rebecca Bunce – appointed 19 Nov 2014

Valerie Charbit – appointed 10 November 2015

Tara Flood – appointed 19 Nov 2014

Kamran Mallick – appointed 19 Nov 2014

Anne Novis – appointed 19 Nov 2014

Paul Ntulila – appointed 19 Nov 2014

Alan Murray (Treasurer) – appointed 19 Nov 2014

Zara Todd (Chair) – appointed 19 Nov 2014

Faisal Yusaf – appointed 10 November 2015

Our funders

We are very grateful to the following funders for their support:

London Councils, City Bridge Trust, Trust for London, Sport England



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