

Inclusion  
London

---

Annual Report  
2016–2017

Easy Read



**NGOs**

Giving evidence to the UN Disability Committee

# Inclusion London

Supporting London's Deaf and  
Disabled People's Organisations

**336 Brixton Road, London SW9 7AA**

**Email: [info@inclusionlondon.org.uk](mailto:info@inclusionlondon.org.uk)**

**Phone: 020 7237 3181**

**SMS: 0771 839 4687**

**Website: [www.inclusionlondon.org.uk](http://www.inclusionlondon.org.uk)**

**Registered Charity number: 1157376**

**Company registration number: 6729420**

# About Inclusion London

Inclusion London is the only London-wide organisation run by and for Deaf and Disabled people.

We were set up in 2008. Our job is to work for Deaf and Disabled people's equality and inclusion by supporting Deaf and Disabled people's organisations (DDPOs) in London to have a strong voice and run good services for the 1.2 million Deaf and Disabled people living in London.

We believe in human rights, the Social Model of Disability, the Cultural Model of Deafness and independent living.

We want a society where everyone is equal and where everyone is able to take part and is valued.

We work to make this happen. We try and get rid of the things that **discriminate** against us and work in an accessible way with Deaf and Disabled people leading.

**Discrimination** is treating a person unfairly, for example because they are disabled.

We have 3 big aims that direct our work:

1. To support London DDPOs to have a strong voice so that the needs, interests and views of Deaf and Disabled people are met and disabling barriers removed.
2. To provide accessible services that build DDPOs' skills and knowledge and help London DDPOs grow.
3. Tell people about the good things DDPOs do and how DDPOs make London a better place.



# Chair's Report

---

In 2016-17 we did lots of work to support DDPOs and did more voice and campaign work.

We supported 84 DDPOs and 241 disability sector organisations in London over the year.

---

- 95% of people who took part in our annual survey said that our training was good for their organisation and work.

- We gave business advice and support to 53 DDPOs.

- We set up and supported two DDPO partnerships to work on Hate Crime against Disabled people and employment support.

- We set up The Disability Justice project, funded by the Baring Foundation, to train and support DDPOs use the law to protect our rights.

- We did lots of campaign, policy and voice work including going to the United Nations to give evidence about the issues facing Disabled people.



- We had a total of £628,408 money coming in (this was £68,120 less than last year).
- £52,378 of this money was from training and consultancy income.
- We had spent a total of £600,298.
- We now have £151,365 in our reserve.



Our staff and Directors want to stop the discrimination and inequality faced by Deaf and Disabled Londoners in this city.

We want to carry on supporting DDPOs so they can keep helping Deaf and Disabled Londoners.

In this annual report we use the word Disabled people to mean all groups of Disabled people including:

- people with physical impairments
- people with visual impairments
- Deaf people
- people with hearing impairments
- people with learning difficulties
- people with mental health conditions
- people with long term health conditions
- people who are neuro diverse
- people with hidden impairments



**Anne Novis, Chair**



# Our Work in 2016–2017

---

We worked with 84 DDPOs and 241 disability sector organisations in London over the year.



We ran 32 training, networking and consultation events for over 400 people from DDPOs and disability sector organisations.



We gave one-to-one business and money advice to 53 DDPOs.



We took part in 23 consultations and produced 3 Reports including evidence to the United Nations (UN) Disability Committee.



**Consultation:** this is when the public are asked questions about something that is being decided. The government often asks these questions.

We set up and supported 2 DDPO partnerships to work on Hate Crime against Disabled people and employment support.



We helped 34 DDPOs to get engaged in campaigns and **lobbying**.

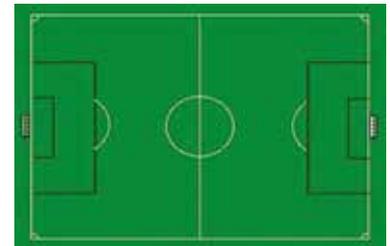
**Lobbying:** this is when a person or organisation takes their views to someone in government; this could be an MP or a Minister.



We ran 3 campaigns on Deaf/disability equality issues including Independent Living and Access To Work support



We helped 354 Deaf and Disabled people to start doing sport and physical activity. We did this through our Into Sport project which works with 5 DDPO partners.



Lots more people followed us on Twitter and our staff and Directors appeared on TV speaking about Disabled people's issues.



## Some photos from our events...

Independent Living Report Launch,  
Houses of Parliament,  
September 2016



Disability Justice  
Project Launch,  
November 2016

Our visit to the  
United Nations  
in Geneva,  
March 2017



# What DDPOs say about our work

---

“The support we have received from Inclusion London this past year has been invaluable. Thank you.”

---

“The support and services we receive around campaigning and consultation is invaluable to a small organisation such as ours. It helps us manage our time and capacity more efficiently.”

---

“Gave me the knowledge and confidence to put in place projects, find out about campaigns, set up a crowdfunder campaign and network with other DPOs.”

---

“It has made it much easier to understand how we should be running our services, what the true cost of our work is.”

---

“I wish I could get to more policy and campaigns forums, I find them really useful and it has been great to be able to respond alongside others to consultations and policy issues and to have a united and amplified voice.”

---

“Training has changed the way I thought about fundraising.”

---

“The fundraising training was the best I have ever been to and gave practical tips that I was able to bring back to my organisation. The disability equality training was inspirational and extremely informative, and transformed my understanding of disabled people’s rights.”

---

“The policy work is vital to our work as DDPOs.”

---

“The Business Development project helped us to start thinking about our organisation as service provider and the value we create and deliver.”

---

“With the help of the Business Development project we are now able to do our own monitoring and reviews.”

---

“Inclusion London is an important organisation supporting many organisations in many ways. The support given is invaluable.”

---

# Good things we did over the year

---

We set up our new Disability Justice project which will support and train DDPOs to understand and use the law to protect Disabled people's rights.



We wrote a report on Independent Living one year after the end of the Independent Fund which we launched in Parliament.



We wrote a report to UN Disability Committee about the issues facing Disabled people and gave evidence to the UN Disability Committee in Geneva.



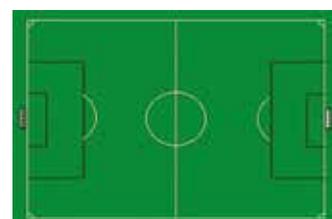
We worked with DDPOs to have a say in lots of policy consultations including "Improving Lives: The Work, Health and Disability" Green paper.



We supported 30 DDPOs to do campaigns and policy work.



Our Into Sport project got 354 non-active Disabled people to take up Sport and Physical Activity and we got more funding to keep the project going until March 2018



Our Business Development project supported 53 DDPOs.

- 77% of DDPOs said the project had a positive impact on their organization.
- 53% said they have more skills in costing services and business planning.
- 76% said they have more information and skills to make good use of funding opportunities.



From our annual survey, 95% said our events had helped their work.

- 56% said our support had had a very positive impact on their organization.



From the survey, 85% said our website is useful.

- 81% said our e-resources helped keep them up to date with news and policy.
- 76% said the resources helped them find information on topics that affect Disabled people.



We got 1 year's extra funding from Sport England for our Into Sport project.

We did lots of work with DDPOs and City Bridge Trust to develop our Making It Work Project that will help DDPOs support Disabled people to get real paid work.



# Our DDPO capacity building services and projects

---

We ran 3 projects over the year to help support and build London DDPOs and the wider disability sector.

---



## The Power Up Project

Funded by London Councils and run with Transport for All. The project provided information, advice, training and networking to meet the needs of London DDPOs and the wider disability sector.

The Power Up project provided support to over 325 DDPOs and disability sector organisations in 2016–2017. This was the last year of the project, as funding from London Councils has stopped.

To see what training and events are going on now, go to [www.inclusionlondon.org.uk/powerup](http://www.inclusionlondon.org.uk/powerup)

---



## Business Development Project

Funded by the City Bridge Trust. The project has been running for 4 years. It helped 53 DDPOs over the year through one-to-one advice and coaching, small group work, email and phone advice, and resources.

DDPOs said they needed help with business planning and costing of services so we did more work in these areas.



The project did more work supporting DDPOs to go into partnership with other organisations including support to get funding for a partnership of DDPOs working in hate crime services and another partnership on employment support

And we have a Funding directory on our website with information of where to get money for organisations.

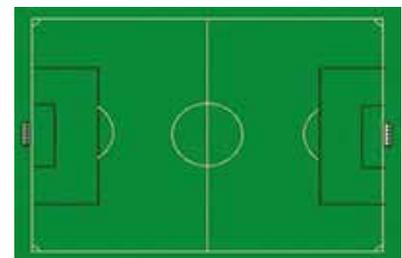


## The Into Sport project

Funded by Sport England, the Into sport project works with 5 London DDPOs to get more Disabled people into sport and physical activity.

The project helped 354 Disabled people to take up sport and physical activity in year 3 of the project.

We have carried on making links with a wide range of organisations, testing ways that Disabled people can take up sport and developed advice for DDPOs about how to start working on sport issues.



# Our campaigns and policy work

---

Our campaigns and policy work supports DDPOs to get their voice heard by talking to people with power and by giving our views on government plans.

Our Disability Justice projects supports DDPOs to use the law and protect our rights

---

## Campaigns & communications project

Funded by Trust for London.

We carried on working on:

- Independent living
- Welfare reform
- Employment support
- Hate crime against Disabled people.

This project provides campaigns support to London DDPOs so they can get their voice heard at a local, regional and national level. This year the project has:

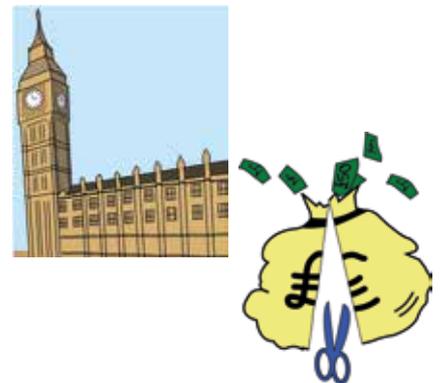
- helped DDPOs meet with Ministers, MPs and Councils and use the media to get their messages across.
- run campaigns training and resources to help DDPOs.
- wrote a report on independent living one year after the end of the Independent Living Fund.



- carried on working on the StopChanges 2 AccessToWork campaign.
- supported the Policy and Campaigns forum.
- Helped write 23 policy papers and **consultation** submissions.

**Consultation:** this is when the public are asked questions about something that is being decided. The government often asks these questions.

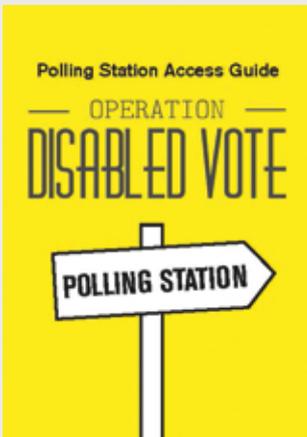
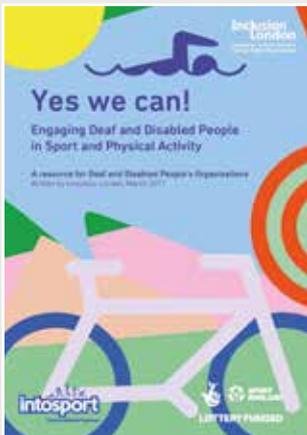
- Supported DDPOs to have a voice on issues including: universal credit cuts to Disabled people, the cut to Employment and Support Allowance and changes to Personal Independent Payment (PIP) and in meetings with government, shadow Ministers and at Select Committees.
- We wrote a report to the UN Disability Committee about the issues facing Disabled people and gave evidence to the Disability Committee in Geneva
- The Disability Justice project ran 2 legal network meetings and 2 training sessions for DDPOs. [www.inclusionlondon.org.uk/disabilityjustice](http://www.inclusionlondon.org.uk/disabilityjustice)
- We have carried on working with the Reclaiming Our Futures Alliance (ROFA) of grassroots DDPOs and helped organise the ROFA annual conference in July 2016.



# Our DDPO Publications

We have a wide range of information on our website made for DDPOs, including:

- Financial and Business Modelling
- Engaging Deaf and Disabled People in Sport and Physical Activity
- Polling Station Access Guide and Election Resources
- The Social and Cultural Models of Disability
- Disability Facts and Stats



# Become a member

---

Join our community of London's Deaf and Disabled People's Organisations by becoming an Inclusion London member.

As a member you will be able to get access to all our resources and help decide on the work that we do by voting at our Annual General Meeting.

## Members' tools

You can use members' only tools, for example:

- Our toolkit about running accessible events
- Our guides about running your organisation

## Deaf and Disabled People's Organisation Noticeboard

On this online noticeboard you can tell people news, events and about jobs or roles that need filling at your organisation.

Sign up at

[www.inclusionlondon.org.uk/membership](http://www.inclusionlondon.org.uk/membership)



# Money from April 2016 to March 2017

---

	In 2016–2017	In 2015–2016
<b>Total money in (income)</b>	<b>628,408</b>	<b>696,528</b>
<b>Total money spent</b>	<b>600,298</b>	<b>670,835</b>
<b>Total money left over</b>	<b>28,110</b>	<b>25,693</b>
<b>Total money saved in reserve</b>	<b>151,365</b>	<b>123,255</b>

## Who we are

---

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

Rebecca Bunce – appointed 19 Nov 2014 to 15 Dec 2016

Valerie Charbit – appointed 10 November 2015

Tara Flood – appointed 19 Nov 2014

Kamran Mallick – appointed 19 Nov 2014

Anne Novis (Chair) – appointed 19 Nov 2014

Paul Ntulila: Vice-Chair – appointed 19 Nov 2014

Alan Murray (Treasurer) – appointed 19 Nov 2014

Zara Todd– appointed 19 Nov 2014 to 15 Dec 2016

Faisal Yusaf – appointed 10 November 2015

### The staff team who worked for Inclusion London over the year were:

Tesfa Berhane: Finance Officer

Ellen Clifford: Campaigns and Policy Manager

Henrietta Doyle: Policy Officer

Alice Haworth-Booth: Digital Communications Officer

Alex Hendra: Business Development Manager

Svetlana Kotova: Disability Justice Project Co-ordinator

Tracey Lazard: CEO

Libby Oakley: Office Manager

Sian Williams: IntoSport Project Co-ordinator

Jacky Wood: Events administrator

# Our finances

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

For the year ended 31 March 2017

	2017 Unrestricted Funds £	2017 Restricted Funds £	2017 Total Funds £	2016 Total Funds £
<b>Income and endowments</b>				
Donations and legacies	52,378	571,566	623,944	668,990
Investment income	33	–	33	184
Other income	4,431	–	4,431	27,354
<b>Total Income</b>	<b>56,842</b>	<b>571,566</b>	<b>628,408</b>	<b>696,528</b>
<b>Expenditure</b>				
Charitable activities	28,732	571,566	600,298	670,835
<b>Total expenditure</b>	<b>28,732</b>	<b>571,566</b>	<b>600,298</b>	<b>670,835</b>
<b>Net income and net movement in funds</b>	<b>28,110</b>	–	<b>28,110</b>	<b>25,693</b>
<b>Reconciliation of Funds</b>				
Total funds brought forward	123,255	–	123,255	<b>97,562</b>
<b>Total funds carried forward</b>	<b>151,365</b>	–	<b>151,365</b>	<b>123,255</b>

## Our funders

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

London Councils, City Bridge Trust, Trust for London, Sport England, The Baring Foundation



# Inclusion London

336 Brixton Road  
London SW9 7AA

Email: [info@inclusionlondon.org.uk](mailto:info@inclusionlondon.org.uk)

Phone: 020 7237 3181

SMS: 0771 839 4687

Website: [www.inclusionlondon.org.uk](http://www.inclusionlondon.org.uk)

Registered Charity number: 1157376

Company registration number: 6729420