

Inclusion London

Supporting London's Deaf and
Disabled People's Organisations

Annual Report 2021-22



Nothing
About Us
Without Us



Peer Support



Rights



Deaf and
Disabled
People's
Organisations



Inclusion London

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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 aim is to advance 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 voice and to run effective peer led 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 raise awareness and understanding about the barriers that discriminate against us and equally importantly how to remove these barriers. We work in an accessible way with Deaf and Disabled people always leading our work.



We have three key aims that direct what we do:

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 and effective services that build DDPOs' skills and knowledge and help London DDPOs grow.
3. Help build our Disabled people's rights movement so we are more inclusive, representative, effective and influential.



Co-chairs' report

A very big welcome to Inclusion London's annual report for period April 2021 to March 2022. As we hope you will see in this report, Inclusion London continued to develop and deliver a range of vital capacity building support to over 80 Deaf and Disabled people's organisations (DDPOs) in London.

Despite the continuing challenges of the pandemic itself, lockdown and remote working, we delivered more support than ever before to London DDPOs including running 45 training courses, webinars, briefings and events and 43 peer networks, forums and partnership meetings over the year.

This report also details some of the important and influential research, policy, campaigns and voice achievements we secured to help ensure Disabled people's voices are heard across a range of priority issues affecting our lives.

Over the year we also co-produced with DDPOs our new three-year Business plan: 2022 to 2025 and developed our first Intersectional action plan. Both plans clearly set out what we are going to do over the next 3 years to help build a stronger, more sustainable, collective, diverse, intersectional and influential DDPO sector and movement.



This work is exciting but also essential in the face of the increasing structural inequality our communities and organisations are facing as detailed in our important national research on the state of the DDPO sector in England.

We hope this annual report shows our continued commitment to and passion for supporting London's DDPO sector to be a thriving, sustainable and inclusive sector empowering our diverse communities to create the change we need.

Justine Jones and Paul Hawkins:
Co-chairs



Co-chairs of Inclusion London



Justine Jones



Paul Hawkins

In 2021-22

- We had a total income of £1,031,343.
- We spent a total of £1,019,235.
- We now have £ 320,461 in our unrestricted reserve.



In this annual report we use the term Disabled people to mean all groups of people living with impairment including:

- People with physical impairments.
- People with visual impairments.
- Deaf people.
- People with hearing impairments.
- People with learning difficulties.
- People who experience mental distress.
- People with long term health conditions.
- People who are neurodivergent.
- People with invisible impairments.

We recognise and respect that some of the groups (in our definition) do not think of themselves as being disabled but we believe we are united by the disabling barriers we face in a disablist society.



An overview of our work in 2021-22

Here are a few highlights of the we work we did over the year.



We ran 45 training courses, webinars, briefings and events over the year for 565 attendees.



We ran 43 peer networks, forums and partnership meetings over the year for 220 attendees.



We campaigned with five DDPOs to influence the terms of reference of the Covid Public Inquiry. As a result, the inquiry included direct reference to the impact on people who share protected characteristics under the Equality Act and the impact on people who receive care in the community.

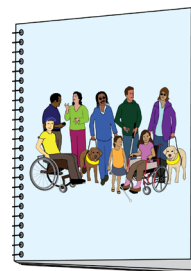


We set up a 'National Scrap Care Charges' campaign, which now has 43 grassroots campaigners and organisations as members. This campaign mobilised 4,566 people to write to their MP.





We supported work to challenge the government's National Disability Strategy. As a result, four Disabled people received legal aid to challenge the strategy. The court then ruled that the strategy was unlawful because the government failed to adequately consult with Disabled people.



We produced a shadow civil society report for the UN Disability Committee's review of the UK government. The review included 1000 pages of evidence and lived experience testimony from DDPOs and Disabled people across England.



We produced a report about the state of our sector, called 'Understanding the needs of DPOs in England'. We worked with seven DDPOs across England to carry out research on the needs and experiences of DPOs. We used the research to develop our strategic vision and proposals for strengthening and supporting our sector.



We worked with DDPOs to gather evidence on Disabled Londoners' experience of policing and we produced a report called 'Poor Police Response Report: Disabled victims of hate crime'. This report led to us giving evidence at the London Assembly. It resulted in a newly formed working group with the Metropolitan Police Service (MPS). This group is co-chaired by Inclusion London and looks at ways to improve services and responses under current legislation.





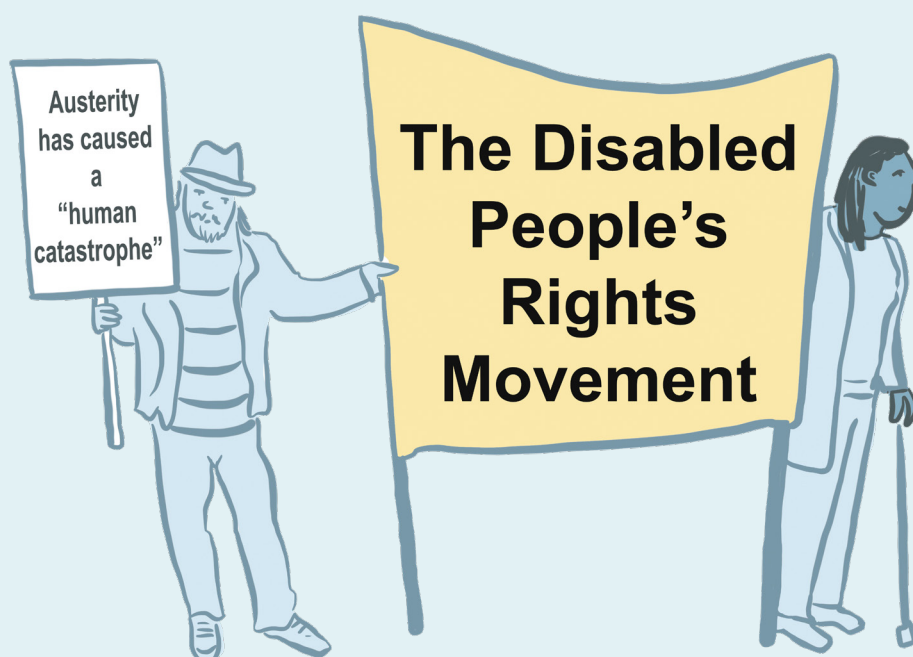
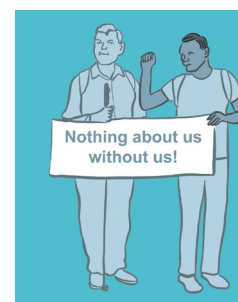
We developed and delivered new intersectional training for the DDPO sector, through our 'With Us' intersectional project.



We took learning from our Making it Work employment support project and produced a range of resources to support DDPOs and young Disabled people who want to address barriers to getting into work.



We continued to work with key charitable trust funders to increase their awareness of disability as a social justice/human rights issue and the unique role and contribution that DDPOs make as distinct from non user-led disability charities.



What DDPOs said about our work in 2021-22

“ Think it is the most amazing course and would highly recommend it to individuals and organisations for them to learn more about discrimination in terms of Race, Disability and Intersectionality. Thank you it was wonderful! ”

Participant on Intersectional training course

“ It felt like a really supportive but also well informed environment in which everyone could share and learn. ”

Participant on Disability Equality Training course

“ Wonderful training session - so good to hear from people with lived experiences and the theatre production was amazing! Definitely would join again. ”

Participant on Hate Crime Partnership project Big Learning event

“ I only wish I'd known the information when I was younger. I have found the experience very interesting and rewarding, and have found listening to other peoples' experiences and comments very enlightening. I think I am learning all the time as I go along. ”

Participant on Employment Rights Training 'Train the Trainers' course

“ All online trainings by IL I have attended so far have been very good and informative. Delivery and access also. ”

Participant on SVRR training

“ Trainer really knows her stuff! It was a short session and The Care Act is a massive topic so it is very difficult to fit everything in but they covered a lot of information. I'd feel more confident in challenging a decision now. ”

Participant at Legal Briefing on The Care Act

Our campaigns, justice and policy work

Our key challenge over the year was to continue our work on priority issues like social care/ independent living and welfare reform as well as address ongoing issues relating to the pandemic and the emerging cost of living crisis.

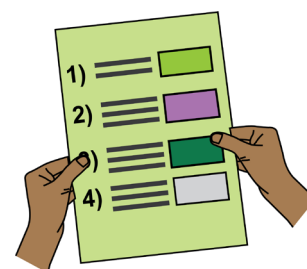
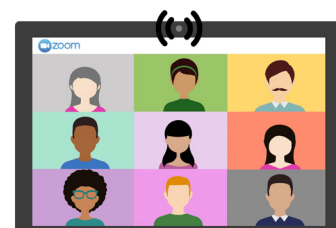
We carried out the following work, funded by Trust for London and Three Guineas Trust:

- We set up a 'National Scrap Care Charges' campaign which now has 43 grassroots campaigners and organisations as members. This campaign mobilised 4,566 people to write to their MPs and 2,304 to individuals to sign a petition asking them to lobby to make social care free and, as an interim step, to raise the Minimum Income Guarantee (MIG). Since this campaigning the government has increased the MIG for the first time since 2015. This MIG increase means Disabled people get to keep around £220 extra per year in their pocket.
- We ran three webinars attended by 458 people to support and share experience of campaigning on care charging and challenging decisions. Our webinar on challenging financial assessments is available [online](#) and is used by DDPO staff and individuals. As far as we know it is the only accessible resource on this specific issue.
- We developed a template letter which has successfully been used by individuals and advisors within DDPOs to challenge financial assessments and substantively reduce care charges.




Trust for London
Tackling poverty and inequality

The Three Guineas Trust

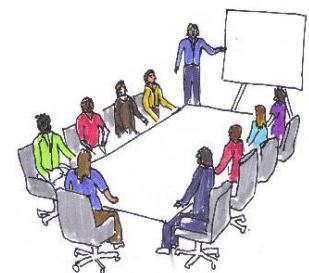


- Working with Disability Rights UK we have also set up a social care coalition of DDPOs and charities (non DDPO charities do not have voting rights but they have contributed resources). We facilitated six meetings of the coalition, co-produced a campaign plan, discussed possible legal action, collated and shared stories with journalists which led to coverage of the issue in the media. We also facilitated meetings of the coalition members with the Green Party, The Liberal Democrats and participation in the Labour Party Road Shows as well as with government ministers.
- We led work on extensive Parliamentary lobbying on the issue of charging during the passage of the Health and Care Act. This work included: parliamentary briefings, direct work on speeches for members of Parliament, work to secure media coverage and amendments, influencing political party positions and coordinating activities with other organisations, such as big disability and older people's charities. For the first time the impact of paying for care on Disabled people was highlighted prominently in Parliament. This work secured a united position amongst opposition parties who all voted for amendments which would guarantee free care for Disabled people who acquire needs before they turn 40.
- Jointly set up with Disability Rights UK the Disability Poverty campaign group, which will carry out national campaigning work on the emerging cost of living crisis.



We also:

- Produced a shadow civil society report for the UN Disability Committees periodic review of the UK government which gathered and collated 1000 pages of evidence and lived experience testimony from DDPOs and Disabled people across England and included 18 consultation and capacity building events attended by over 270 individuals.
- Continued to support the London campaign forum which has a membership of 143 activists. Delivered three training sessions on campaigns, working with media and influencing local authorities.
- Secured a commitment from the Mayor to engage with DDPOs and successfully set up a quarterly strategic DDPO stakeholder engagement forum with the GLA and influenced London Recovery Action Plan.
- Supported five DDPO-led campaigns and facilitated 11 focus groups to ensure DDPOs inputted into policy development.
- Submitted six consultation responses and produced four briefings and two resources to support DPO campaigning, including a resource on community journalism.
- Supported two judicial review proceedings.



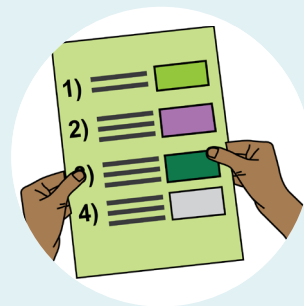
Our work to strengthen London DDPOs

We continued to run five projects over the year to support and strengthen DDPOs.

DDPO organisational support

Despite having just 21 hours per week of dedicated organisational support capacity we provided a core range of organisational support to 70 representatives from DDPOs across the year with 61 representatives from 15 DDPOs attending targeted organisational training and a further 10 DDPOs receiving intensive one-to-one business/organisational support. Specifically, we:

- Provided 140 hours of targeted advice, information, or coaching support to DDPOs over the year, each averaging just under one day of support each. 70% of support provided was on fundraising and income generation issues, 15% on strategic business planning and another 15% on governance, monitoring and evaluation and service development support.
- Delivered four bespoke training and network sessions covering topics including strategic planning and fundraising.
- Ran five of our problem-solving peer network sessions for CEOs and Managers on topics including demonstrating impact, monitoring and evaluation and fundraising. These sessions were attended by 61 representatives from DDPOs.
- Delivered free quarterly Disability Equality Training to DDPO staff that were attended by over 40 people from DDPOs.



Strengthening Voices, Realising Rights (SVRR) capacity building support

This project, funded by Trust for London, provides a range of training, advice and peer network opportunities to DDPOs providing advice services funded by Trust for London's 'Strengthening Voices, Realising Rights' programme.

- Over the year we delivered a total of 18 training courses and peer network meetings which were attended by 208 DDPO representatives.
- Training covered a range of advice service skills and advice subjects including: 'Universal Credit & Disabled Claimants'; 'Representing at the First Tier Tribunal'; 'The Care Act: key rights and top tips to secure the best outcomes' and 'Changing decisions: Mandatory Reconsiderations and other tactics (including how to use the Equality Act to support clients and request reasonable adjustments)'.
- We also secured two years extension funding so we will continue our capacity building support programme to March 2024.



The Making it Work project

Making it Work (MIW), funded by City Bridge Trust and Arts Council England, was a 5-year project which aimed to improve young Disabled people's chances of employment and challenge the barriers to getting into work.

April 2021 to March 2022 was the final full year of the project. Over this period we:

- Supported our MIW DDPO partners (Action on Disability and Disability Advice Service Lambeth [DASL]) to deliver their Follow-On employment support service to support young Disabled people that had been on supported internships.
- Continued to run our Peer Support Group for young Disabled people seeking paid work to learn from their peers' experiences and support each other.
- Developed and refined our Employment Rights training course.
- Collated and produced a final comprehensive set of employment and peer support resources which share our key learning from the project.



London DDPO Hate Crime Partnership

With funding from the Three Guineas Trust and the National Lottery Community Fund we continued to provide a range of capacity building support to the 26 DDPO members of the London DDPO Hate Crime Partnership as well as carry out a range of related research, representation and policy work. Over the year we:

- Secured funding for, and recruited, a new Hate Crime Data and Insight Officer to support the work of Hate Crime partnership and gather evidence for influencing and policy work.
- Gathered evidence from the Hate Crime partnership and wider DDPOs on police responses to Disabled people who have been the victim of a hate crime and produced the 'Poor Police Response: Disabled Victims of Hate Crime' report. We shared this report, gave evidence at the London Assembly, and developed a policy and campaign plan to lobby for change with Metropolitan Police Service (MPS), Crown Prosecution Service and Mayors Office for Policing and Crime (MOPAC). As a result, a newly formed working group with the MPS has been created, co-chaired by Inclusion London, to look at ways to improve services and responses under current legislation.
- Held quarterly London DDPO Hate Crime Partnership meetings and supported more DDPOs to become members. We now have 26 DDPOs as members of the partnership.
- Worked with partnership to submit a detailed response to the MOPAC Police and Crime Plan consultation with follow up communications with Deputy Police and Crime Commissioners.
- Submitted a detailed response to Victim's Law consultation in December 2021.

The Three Guineas Trust



- Represented the HC Partnership at regular meetings with MOPAC, Crown Prosecution Service, MPS, London Victim's Commissioner, Twitter Security Council and Equally Ours.
- Continued to carry out relationship building work to maintain and expand our partnership working and sphere of influence and we now represent Disabled victims of hate crime at regular Crown Prosecution Service meetings. We developed contacts with the London Victim's Commissioner who has been supporting our work and using our evidence to support their lobbying in parliament for specific changes relating to introduction of new Victim's Law and Baroness Casey's review into police conduct.
- Managed and supported two DDPO contracts with Merton CIL and Stay Safe East to support two Hate Crime advocates secondments to other DDPOs in the partnership in order to build and deliver Hate Crime advocacy knowledge and skills to a wider group of DDPOs.
- Developed new areas of work including improving data gathering and sharing from DDPOs on their experiences of supporting Disabled victims and reporting to authorities and carrying out research into how Disabled people are targeted for hate crime, including a new area of work around 'hidden hate'.
- Ran our annual Hate Crime Big Learning Event held online, with 35 attendees, including Disabled people, DDPOs, MPS and Commissioners, was held in March 2022. Our focus was on 'Hidden Hate' and we presented our work from the previous year with a call out to DDPOs to get more involved in our campaigns. We commissioned a play on the impact of hate crime performed by Disabled actors which was a powerful way to convey the community impact of a hate crime.



With Us project

The With Us project, funded by the GLA Roots Fund, was a 2 year project aimed at developing the capacity of London-based DDPOs, including Inclusion London, to take a more intersectional approach in our work and more pro-actively tackle the exclusion and under-representation of Deaf and Disabled people who experience intersectional discrimination and marginalisation.

April 2021 to March 2022 was the last full year of the project and in that time we carried out the following work:

- Recruited and supported an Intersectional Advisory Group made up of 6 Deaf and Disabled people with intersectional experience to feed into the development of the With Us project resources and the development of our new 3 year Business plan.
- Developed, piloted and delivered a bespoke DDPO Intersectional and anti-racist training course. An 8 week pilot course was delivered internally to Inclusion London staff and then refined into 4 half day module course which was then delivered externally in November and December 2021.
- This pilot course will be developed over 2022 and delivered to more DDPOs as part of a wider set of bespoke DDPO intersectional resources to share. These included an Easy Read guide to intersectionality and top tips and learning on taking an intersectional approach to disability equality.



Our DDPO resources and publications



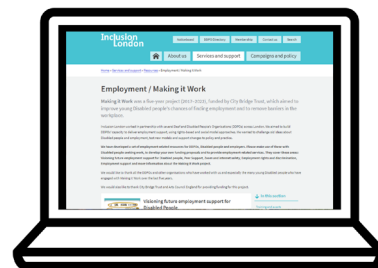
**Poor Police Response Report:
Disabled Victims of hate crime
[Report](#)**



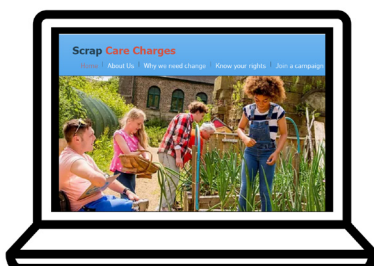
**Understanding the needs of
DDPOs in England
[Report](#)**



**Talk Kit website
www.talk-kit.org**



**Making it Work web resources
www.inclusionlondon.org.uk**



**Scrap Care Charges website
www.scrapcarecharges.com**

Who are we



Trustees

Adam Gabsi	Appointed 22.02.22
Valerie Charbit	
Tara Flood	Resigned 22.02.22
Aisling Gallagher	Appointed 22.02.22
Paul Hawkins	Co-chair
Justine Jones	Co-chair
Thomas Lichy	
Anne Novis	Resigned 22.02.22
Paul Ntulila	Resigned 22.06.21
Faisal Yusuf	Resigned 22.02.22



Staff

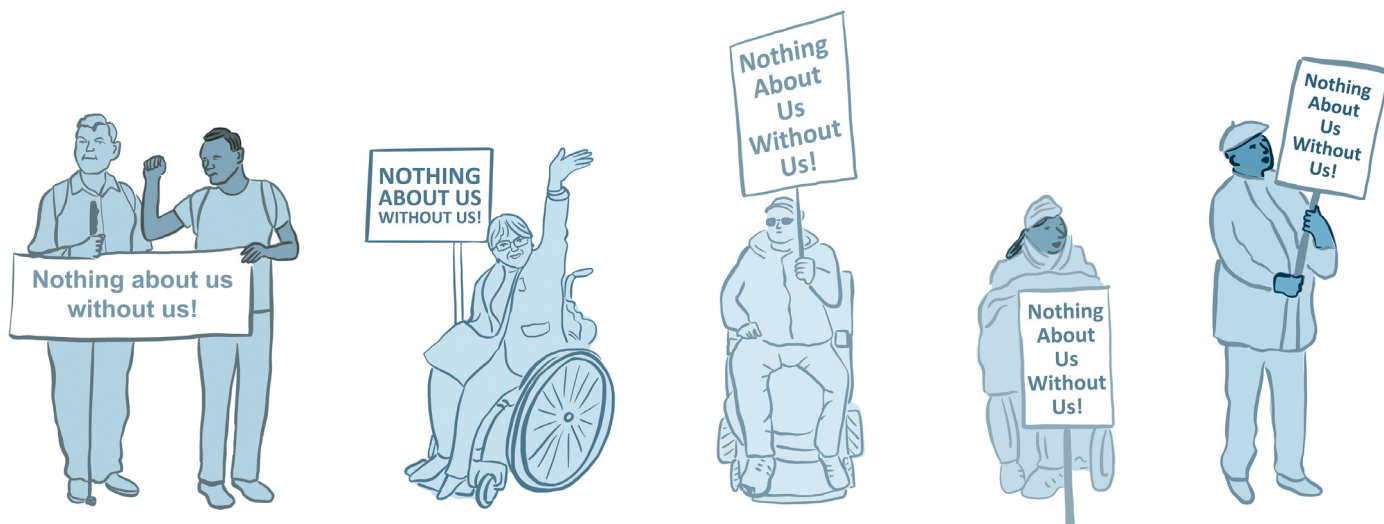
Jumoke Abdullahi	Communications and Media Officer
Jon Abrams	Campaigns and Justice Coordinator
Shamima Akhtar	Policy and Campaigns Officer (contract ended 27.07.21)
Lara Conner	Hate Crime Data and Insight Officer
Priscilla Eyles	With Us Project Coordinator
Christine Hathway	Senior Administrator
Louise Holden	Hate Crime Partnership Project Manager
Bridget Ibbs	Digital Communications Officer (resigned 09.06.21)
Svetlana Kotova	Director of Campaigns and Justice
Tracey Lazard	Chief Executive Officer
Aisha Malik-Smith	Events and Administration Assistant (resigned 26.05.21)
Ailsa McWilliam	Interim Director of Programmes and Business Support (joined 10.05.21) then appointed as Director of Services and Development (01.01.22)
Julia Modern	Senior Policy & Stakeholder Engagement Manager (joined 11.01.22)
Rachel O'Brien	Policy and Public Affairs Officer (resigned 18.12.21)
Jon Rees	Making It Work Project Manager (resigned 16.06.21)
Gelila Tekle-Mariam	Operations Manager
Laura Vicinanza	Policy and Stakeholder Engagement Manager (joined 21.02.22)
Sian Williams	Making It Work Project Manager

Our finances in 2021-22



Statement of financial activities for the year ended 31 March 2022

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Income and endowments				
Donations and legacies	54,429	960,751	1,015,180	1,311,649
Other income	16,163	-	16,163	23,922
Total	70,592	960,751	1,031,343	1,335,571
Expenditure on Charitable activities				
Support of DDPOs	38,811	980,424	1,019,235	1,066,788
Net income/(Expenditure)	31,781	(19,673)	12,108	268,783
Reconciliation of funds				
Total funds brought forward	288,680	326,004	614,684	345,901
Total funds carried forward	320,461	306,331	626,792	614,684



Our funders

We are very grateful to our funders for their support:
Baring Foundation, City Bridge Trust, Trust for London,
Arts Council England, Network for Social Change,
National Lottery Community Fund, Greater London
Authority and Three Guineas Trust.



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

**The Baring
Foundation**

**CITY
BRIDGE
TRUST**



**GREATER
LONDON
AUTHORITY**

**Network
for Social
Change**

The Three Guineas Trust


Trust for London
Tackling poverty and inequality



DDPOs - become a member

Join our community of London's Deaf and Disabled People's Organisations (DDPOs) 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.



Deaf and Disabled People's Organisations Noticeboard

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



Sign up at

www.inclusionlondon.org.uk/membership




Inclusion London

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Company registration number: 6729420.

Some of the illustrations in this report
have been drawn by Sarah Howgate.