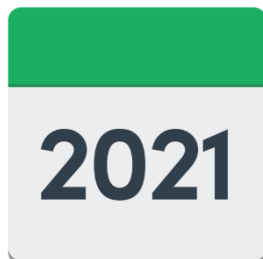


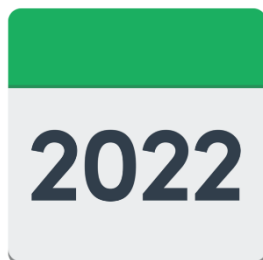


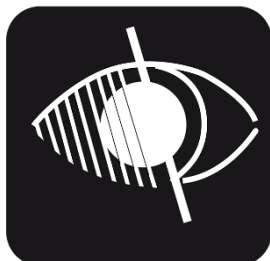
Annual Report

Easy Read



1 April 2021- March
31 2022





What does Inclusion Scotland do?

We are not disabled because we have a health condition or an impairment like a learning disability or being blind or using a wheelchair.

We are disabled because we must deal with a lot of barriers.

This is things like

- being treated differently
- not being able to get into a building
- not having Easy Read documents





- not having someone to support us



- not getting the same chances as other people.



We want to get rid of all the barriers disabled people have. To make this happen we

- talk to people who make decisions and tell them what changes they need to make



- help disabled people talk to decision makers about their lives (this is called 'lived-experience')





- help disabled people to become decision makers by becoming Members of the Scottish Parliament or local councillors
- give people tools and guidance to help them



A statement from our Convenor



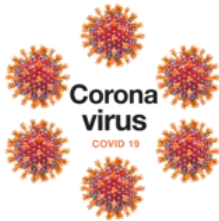
Leo Starrs-Cunningham is our Convenor.



He says "Welcome to this year's Annual Report.



This has been a hard year for disabled people and people who work for Inclusion Scotland.



Covid-19 is still here. It still makes life very difficult for disabled people.



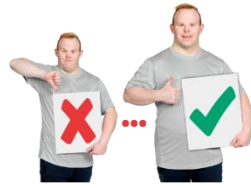
Thank you to the Board of Trustees and all the members and other people who supported us.



Congratulations to Moira Tasker who is our new Chief Executive. She is helping the charity to move forward.



Thank you to people and organisations who gave us money to do our work.



We are all worried about the price of food and energy. Will this year be any better?



Inclusion Scotland will keep working to help disabled people. We need your help to do this.



Leo Starrs-Cunningham
Convenor



An introduction from our Chief Executive



I am the new Chief Executive.
This is my first Annual Report.



Thank you for welcoming me.



Our last Annual Report said that it was a 'devastating' year for disabled people. It is the same again this year.



The United Kingdom Government does not treat disabled people fairly.



You can read about our work in this report.

Changes are needed.



Inclusion Scotland will work hard to make sure that disabled people help to make the changes. We say 'Nothing about us, without us.'



Inclusion Scotland is 21 years old. We want to celebrate. In this report you can read about some of the work we have done since we opened.



We are proud of what we have done and of all the disabled people who have helped.

We will make sure disabled people can enjoy their rights.
We will write our own futures.



Moira Tasker
Chief Executive

21 years of Inclusion Scotland



Inclusion Scotland is 21 years old.



Here is a list of some of the things we have been up to since we had our first meeting in 2001.

Our human rights



We wrote reports with disabled people about our human rights and what happens to us everyday.



We sent the reports to the United Nations.



We went to the United Nations Headquarters in Switzerland to talk to them. People First Scotland came too.



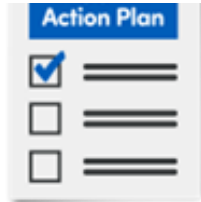
The United Nations told the United Kingdom Government they needed to change things.



They said the government was not giving us our rights.



We are helping Scottish Government to change the law about human rights.



We helped them to write action plans.



Covid-19

When Covid-19 started people had to stay at home.



We asked disabled people what was happening to them.



We told the Scottish Government what help disabled people needed and they made some changes.

Benefits



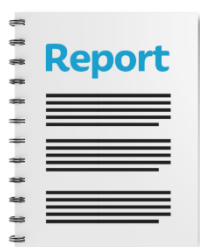
We have done a lot of work on benefits – this is the money that government gives to people to live on.



There have been lots of changes.



The United Kingdom Government wanted to make cuts to the money they give to disabled people.



We wrote a report called 'Second Class Citizens?' about these cuts.



There was a cut to benefits for housing. This was called the 'bedroom tax'.



The Scottish Government gave disabled people money to help with the bedroom tax.



We helped make changes to the law.



We asked the Scottish Government to give more money to disabled people to live on.

The Scottish Welfare Fund was set up.



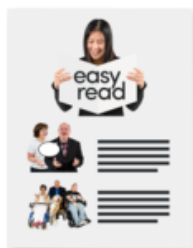
We helped to make a film called "I, Daniel Blake". It is about what happens to families when their benefits do not give them enough money to live on.



There are new benefits that the Scottish Government can give disabled people.



We told Scottish Government that disabled people must have a say in the new benefits. We set up a panel.



People can get information about the benefits in Easy Read and have someone to help them.

Employment



Nicola Sturgeon
First Minister



Nicola Sturgeon, the Scotland's First Minister came to speak to disabled people at our conference on employment.



We helped employers to get better at employing disabled people.



We helped disabled people to work as interns in the Scottish Parliament.

Social Care Support



Disabled people and unpaid carers joined our People Led Policy Panel.



They look at the social care support.



The panel works with decision makers to make the policy about social care support better.



Housing



A new law said we could ask for information from public bodies like councils and government.



We asked councils about the housing they have for disabled people.



We told the Government what we found out.



Now councils must speak to disabled people to help them write their plans for housing.

Disabled people are decision makers



We helped people to stand for election to the Scottish Parliament and local councils.

Highland



We helped disabled people in Highland to set up a new Disabled People's Organisation called HighAbility.

Young disabled people



We had a conference for young disabled people. It was called 'Activate!'



Rosie Jones is an actress and comedian on the TV. She helped with the event.

The Law



We worked with a law charity to launch a law centre.



When things go wrong disabled people can get help to go to court to put things right.



Climate Change

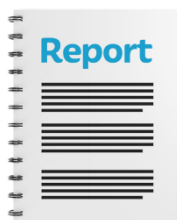
Disabled people are worried about climate change.



They want to know how they can help stop climate change.



They want to know what help they will get if there is an emergency like flooding.



We wrote a report called 'It's Our Planet Too'



Getting information

We helped to set up a project called DRILL.



It gave disabled people money to do research to find out about the things that are important to disabled people.



The research was about independent living and learning.

What is happening in Scotland today?



The United Kingdom is one of the richest countries in the world.



But disabled people do not get all the support and money that they need to live well.



Fact – Disabled people are poorer than people who are not disabled.



Fact – It is harder for disabled people to get a job.



Fact – Half of disabled people felt lonely during Covid-19 lockdown.



Fact – The number of disabled people who are a victim of hate crime has gone up a lot.

Disabled people getting involved in making change happen



Access to Politics

There should be more disabled people in parliament and local councils.



We help disabled people to stand for election to the Scottish parliament and local councils.



- 14 disabled people stood for election to the Scottish Parliament
- 46 disabled stood people for election to their local council.

Employment

Disabled people need jobs.



We are training lots of employers to help them to employ disabled people.



We helped 22 disabled people to get jobs for 6 months to give them experience.



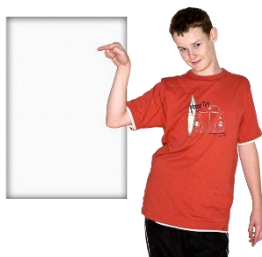
Disabled people's lived experience and how this helps to make change happen



'Lived experience' is what happens to you in your life.



Disabled people's stories about their life help other people to understand what changes are needed.



Inclusion Scotland believes that disabled people should help make decisions about the things that affect us.

The People Led Policy Panel on Social Care Support



There is a People Led Policy Panel on Social Care Support. It is led by disabled people.



Social care support is the help that people get to live their own life.



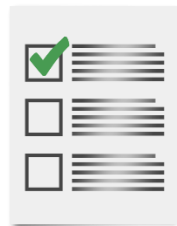
The panel helps Scottish Government to make sure disabled people have got the right support.



More disabled people and carers joined the group this year. They got training to help them.



The Scottish Government have plans for a new social care service. It will be called the National Care Service.



The panel is helping the Scottish Government to get this right.



The Poverty and Social Security Lived Experience Group

The group thinks about poverty and not having enough money to live on.



The group looks at the benefits disabled people can get.



Disabled people on the group helped the Scottish Government to make plans for new Scottish benefits.



Disabled people on the group told Members of the Scottish Parliament (MSPs) about living without enough money to pay for heating.



The Members of the Scottish Parliament found this very helpful.

Scottish Independent Living Coalition (SILC).



The members of the group are leaders from Disabled People's Organisations.



This year we talked to the Scottish Government about making life fair for disabled people.

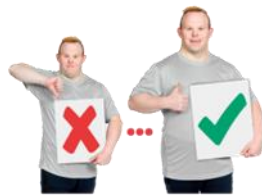
Would you like to get involved in a group?



We tell people how to get involved in our Newsletter and on Twitter.



What we do to make change happen



We told people who make decisions and people who give disabled people services that they must do better.



Here are some of the things we did this year.



All our human rights

Scotland is making a new law about human rights.



The new law must help disabled people.



We are telling Scottish Government what they need to do.



Our human rights are written down in the Convention on the Rights of Disabled People.



We wrote a report about our human rights for the United Nations.



You can read it on our website. It is in Easy Read.

www.inclusionscotland.org.



Disabled people and Disabled People's Organisations helped us to write the report.



The report says nearly all disabled people think they are treated differently.



Most disabled people said that buildings and transport and information are still not easy to use.



Most disabled people said that they did not get all the support they need to deal with Covid-19.



The United Nations will read the report and think about what we told them.



They will look at what the UK Government is doing.



They will look at what the Scottish Government is doing too.

Poverty and social security



There are new benefits in Scotland.



Disabled people can apply for the new benefits.



Social Security Scotland
Tearainteachd Shòisealta Alba

A new organisation will deliver the benefits. It is called the Scottish Social Security Agency.



We helped them to make sure that the benefits are fair and easy to use.



We told them that disabled people need more money for heating.



Disabled people on benefits will get an extra £50 for heating.



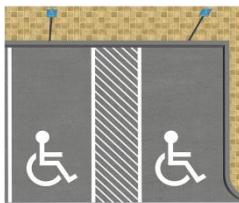
Covid

Covid-19 is still with us.

Disabled people do not have the same support they had before Covid-19.



There are new barriers for disabled people too.

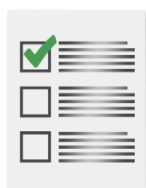


Some Blue Badge parking in town centres has been taken away.



Blue Badges let disabled people park their car in parking spaces which are bigger and closer to where they need to go.

There will be a Public Inquiry about Covid-19.



The Inquiry will look at what happened and tell Scottish Government what they must do to make it right.

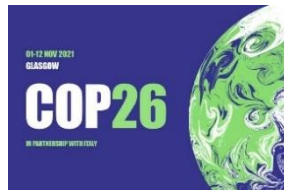
Climate change and CoP26 (Conference of Parties)



Climate change is important for everyone.



We looked at what climate change means for disabled people.



We launched a report we wrote at the big climate change conference in Glasgow called CoP26.



You can read the report on our website:

www.inclusionscotland.org.



Scotland will ban plastic that is only used once. This is things like throw away coffee cups.



Some disabled people need to use plastic straws.



We helped change the law so that disabled people can still have plastic straws if they need them.



Other things we did

We helped write a new law about 'Transitions'.



Transition is the time when disabled people leave school and move into the adult world.



Young disabled people need help to do this.



The new law will make it easier for them to go to college or into work.



Disabled people need changes made to houses so they can live in them.



We helped with an investigation.

The investigation looked at support for people to make changes to houses so they can live in them.



We do a lot of research to find out about things that matter to disabled people.



We have polls and surveys for disabled people to fill in.

We looked at how easy it is to get a Blue Badge and who uses plastic straws.



People who are on our Board

Convenor - Leo Starrs-Cunningham

Deputy Convenor - Jim Elder-Woodward

Treasurers: Gillian Lawrence (resigned 17 May 2021), Kim Dams (from 2 September 2021)

Board Member – Andrew Mason

Board Member – Balkishan Agrawal

Board Member – Derek Kelter (from October 2021)

Board Member – Irena Paterson (from October 2021)

Board Member – Gillian Lawrence (to May 2021)

Board Member – Dr Kirstein Rummery (to October 2021)

Board Member – Dr Fiona Kumari-Campbell (to October 2021)

Board Member – Ryan
McMullan (to October 2021)

Thank You

We want to say thank you to all our members and other disabled people who helped us to do our work this year.



Other people we want to say thank you to are.

Our Funders:

- Inspiring Scotland
- Scottish Government
- Equality and Human Rights Commission
- Skills Development Scotland

For donations:

- Gibson Kerr
- University of Edinburgh Disabled Students Association.





Charities and other organisations who worked with us.



Companies who did our training.



All the staff who worked for us.

Contact Us

Post Inclusion Scotland

22-24 Earl Grey Street

Edinburgh

EH3 9BN



Email

info@inclusionscotland.org



Telephone 0131 370 6700

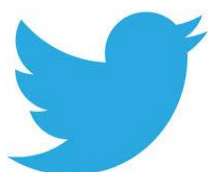


Website

www.inclusionscotland.org



Twitter @InclusionScot



Facebook

@InclusionScotland



Instagram

@InclusionScotland