



# Inclusion Scotland's Annual Report



April 2022 to March 2023



Disabled People's Organisation

**Our voices ■ Our choices**

[www.inclusionscotland.org](http://www.inclusionscotland.org)

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**our  
voices  
our  
choices**

**2022  
-  
2023**

## Convenor's report

### A message from Dr Jim Elder-Woodward, Inclusion Scotland's Convenor

I have been given the honour of being Inclusion Scotland's Convenor since June 2023, when Leo Starrs-Cunningham resigned for family reasons. Although this report should cover the period April 2022 to March 2023, I will bring the report up-to-date, as that will cover the period under my convenorship.

I have been involved with Inclusion Scotland since its inception at the turn of the Millennium. Since that time, its trajectory has been upwards and forwards. We have pushed hard alongside our members against the rising tides of discrimination, austerity, the pandemic and most recently the cost of living crisis.

In this year, we said goodbye to members of our talented workforce and we have been supported by our external consultant Michelle Cook in the latter part of this year to ensure that we are strong and ready for the future. I would like to thank her for her invaluable advice and support to the Board. To both the Board and the staff, I send out my heartfelt thanks for all your hard work; and together, I pledge, we will forge full steam ahead into the future.

This year, despite mounting demand and unexpected pressures we succeeded in fully meeting – and then some – our funded deliverables.

Inclusion Scotland has supported the People-Led Policy Panel, a group of disabled people who have worked so hard to influence the development of the new National Care Service. However, the Verity House Agreement (between the Scottish Government and local authorities) states that the 'National' service will be "delivered locally by default, national by agreement". We must do everything we can to ensure that this does not undermine the Scottish

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## Convenor's report *continued*

Government's declaration that they wanted to take account of those with lived experience of services in the co-design of the service.

Inclusion Scotland has delivered a report to the Scottish Human Rights Commission, acting as UK Independent Mechanism body to the United Nations. Our report, developed with Scottish Deaf and Disabled People's Organisations tells them that things have only got worse for disabled people since the United Nations Committee for the Convention on the Rights of People with Disability Committee reported 'grave and systemic violations' of our rights in its 2016 Inquiry. That Inquiry report roundly criticised the UK Government's welfare reforms and social care cut-backs, which had left disabled people in the UK in a 'catastrophic' situation. The Inclusion Scotland report included disabled Scots' position in relation to the cost of living crisis, as well as that within housing, education and employment. In all of those areas, as well as others, the plight of disabled Scots has gone from bad to worse.

As we look forward, the Board will be developing its leadership skills, not only within its own ranks, but throughout the Movement. We hope to strengthen the Board's governance skills, and numbers. So, if you think you can help the Board in any way, please get in touch. Inclusion Scotland, in turn will ask its members what they want from Inclusion Scotland; and how it can help them. For, together we are stronger. Together we can challenge and defeat. Together we can heighten the status and value of disabled Scots, within, what is, after all, our Scotland.

**Dr Jim Elder-Woodward**  
**Convenor** (from June 2023)





## Leadership team report

### A message from Inclusion Scotland's Leadership Team

#### This has been another challenging year for disabled people.

In an environment of rising running costs, funding insecurity and growing demand as disabled people continue to face a cost of living crisis that has impacted us more than any other group, we are together, and we are still achieving change.

The cost of living crisis was the focus of our last Conference in February 2023. We heard from your lived experience how this is affecting you and importantly what your solutions were. We took those suggestions to decision makers and have campaigned for our members human rights during this crisis.

This year, Inclusion Scotland has worked hard to represent our membership and lead the way in making sure disabled people can occupy leadership positions. Their achievements tell a clear story of empowerment. You can read more about the work of our projects in this report.

Looking at our organisation, we have been going through a transition and have sadly said goodbye to some valued staff members.

But we look forward to new plans to do more work in partnership and engagement with you, our members

Most importantly, we will do everything in our power to ensure that all the engagement we do with disabled people through our membership is heard by the right people.

For now, we challenge the Scottish Government and other decision makers with this - We are constantly sharing our lived experience. It takes our time, and energy, and can be triggering. What will you do with it?

We want empowered engagement and Nothing About Us, Without Us.

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# We want

**empowered engagement  
and *Nothing About Us,  
Without Us.***

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## Our Mission Statement

Inclusion Scotland believes in and is founded upon the social model of disability, we are disabled by the barriers we face rather than our impairments themselves. Using the social model, we work to achieve positive changes to policy and practice, so that all disabled people are fully included throughout all Scottish society as equal citizens.

### WE DO THIS BY:



**Influencing decision-makers**, ensuring that disabled people are involved in developing effective solutions for policy and practice, that reflect our expertise by experience and meet our needs and aspirations.

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**Supporting our members** to be decision-makers themselves, promoting the equal representation of disabled people as policymakers and our right to make decisions about our own lives.

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**Developing capacity, awareness, and engagement**, of disabled people, disabled people's organisations and the organisations and institutions that affect our lives.

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## Involving disabled people

**Disabled people have rights to involvement and influence. As the motto of the Independent Living Movement goes – Nothing About Us Without Us.**

Our members' voices of experience are the key to all we do. Disabled people know best what works for us and what needs to change so that we enjoy our rights.

We involved our disabled people members in our work. We did this through surveys about things like the impact of the cost of living crisis and cuts to council services. One of the things we told them is that the closing down public libraries means that disabled people without their own internet access could no longer access it in libraries.

We opened opportunities for our members to work with other organisations like the project by Zero Tolerance to look at preventing men's violence against disabled women.

When Ben MacPherson MSP, the Minister for Social Security, asked to launch the new Adult Disability Payment at Inclusion Scotland's office we invited along disabled people to meet with him so he could hear directly from them about the barriers they face when claiming benefits.

Our groups supported disabled people to come together, share experiences, learn, and speak directly to decision-makers about what matters most to them.



*Leo Starrs Cunningham, Convenor of Inclusion Scotland and Ben MacPherson MSP, Minister for Social Security Minister*



"This has been very good. Far better than I ever imagined. It is a place where I belong - the main core of what I am doing. It has also been a springboard to other groups in my local area - local strategic groups. I have been able to put forward my ideas and have them taken up in my local area. Without the PLPP I don't think I would have had as much confidence to interact with people who have more authority."

**Linda Riley, People Led Policy Panel (PLPP) member**

## Involving disabled people

### Continued

The Poverty and Social Security Lived Experience Group met to talk about the crushing impact of poverty and the cost of living crisis on disabled people's lives. We used this evidence to inform Members of the Scottish Parliament and urge for changes to Adult Disability Payment.

The Scottish Independent Living Coalition is a group of Disabled People's Organisations hosted by Inclusion Scotland. We put together asks for the Scottish Government to include in their forthcoming Disability Equality Strategy. This strategy will set out what the Government will do to deliver our rights.

People Led Policy Panel members, supported disabled people and unpaid carers, worked hard to shape the proposed National Care Service (NCS). Panel members attended the National NCS Forum and contributed evidence to Parliament, the Scottish Government and helped to co-design the Charter of Rights for the NCS. We included Panel members' views in our consultation response about the Bill.

We provided training to panel members about sharing lived experiences and understanding how Bills progress through Parliament. Panel members' confidence grew, and members were keen to volunteer for new groups organised by the Scottish Government and others.

*Photo: People Led Policy Panel member Linda Riley (right) spoke on a panel at the NCS Forum in Perth in October, alongside Humza Yousaf MSP, the then Cabinet Secretary for Health and Wellbeing.*

### People led policy this year

**April:** Met to plan how to work together

**May:** Met to review the findings of the Health and Social Care Data Strategy consultation

**June:** Several PLPP members joined a new National Care Service (NCS) Social Covenant Steering group

**August:** Met to discuss NCS Bill consultation

**September:** Responded to the NCS Bill consultation

**October:** attended the first NCS annual forum in Perth

**December:** contributed to an evidence session on the NCS bill with the Health, Social Care and Sport Committee.

**January:** co-designed session with Scottish Government's Embedding Human Rights Team to discuss the NCS Charter of Rights

**February:** supported Inclusion Scotland to respond to the Independent Review of Inspection, Scrutiny and Regulation





## Influencing decision makers

**Disabled people are experts in what works and what doesn't. So, what do we do with the lived experience and expertise that disabled people share? And what difference does it make?**

We pushed open every door we could to tell those with the power and responsibility to make changes about the barriers disabled people face every day. We told them that they must involve disabled people, and how to do that.

### To do this we

We coproduced videos with disabled people to promote accessible remote working, including support employers can give to disabled staff, and how to host accessible remote meetings and hybrid meetings. We published the videos on International Day of Disabled People 2022.



We spoke out in the press to tell everyone in Scotland about the barriers disabled people face and what needs to change. In April we spoke to STV about how important it is for disabled people to be represented in the Scottish Census so that services are designed to for us too. We spoke to BBC Radio Scotland's The Kaye Adams Programme about the barriers to employment disabled people face.

We responded to consultations, spoke out at high level meetings, briefed parliamentarians and more. You can read more about this below.

Poverty and the cost of living, welfare and social security, social care support, employment, covid, and human rights are just some of the critical issues we worked on.

## Poverty and the cost of living

**Poverty and the cost of living have always been barriers for disabled people, but never more so than now. On top of years of discrimination, austerity, welfare reform, the higher costs we face just because we are disabled, and now a worsening economic situation, everything was **#StackedAgainstUs**.**

The toll on disabled people has been unrelenting and horrific. Many struggled with a lack of food, heating, and support. There was little help available for disabled people and more of us fell into poverty and debt. We made this a top priority for our work.

“I only eat once a day and cannot afford to buy some food products that I should be eating.”

“Social isolation due to lack of funds and not feeling safe because Covid is still around.”

**Responses to Inclusion Scotland's survey on the impact of the cost of living crisis.**

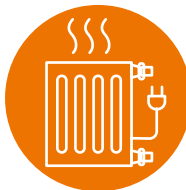
“They found money for the pandemic, they found money for this weekend (to celebrate the Jubilee), disabled people shouldn't be reliant on foodbanks in the 21st century.”

**Member of Poverty and Social Security Lived Experience Group.**

At our **Stacked Against Us Conference**, in February, we heard from disabled people about how the poverty and the cost of living crisis was impacting on their lives. We heard from the Poverty and Inequality Commission, and we talked about urgent actions that are needed.

## Poverty and the cost of living *Continued*

In our survey looking at the impact of the cost of living crisis, over three quarters of people said they were going without or cutting back on essentials.



Heating  
**83%**



Food  
**57%**



Clothing  
**51%**



Travel  
Inc. fuel for car  
**50%**



Cleaning  
products for home  
**33%**



Internet  
**9%**



Essential items  
for children  
**5%**



Period  
Products  
**5%**

## Disabled people, poverty and the cost of living crisis, and what we told decision-makers?

### ...about the barriers disabled people face?

**Food** - Over 50% of those who used foodbanks come from disabled households.

**Fuel** - Disabled households were at the highest risk of Fuel Poverty.

**Covid** - Thousands of those with Long Covid have lost their jobs, and thousands more are still shielding but without the support they need.

**Rural areas** - Disabled people in rural areas face higher costs for energy, transport and food.

### ...about we said?

We campaigned for disabled people to be reimbursed for the extra costs of running medical equipment at home. We will keep campaigning.

We lobbied for disabled people to be part of the Fair Work strategy in ways that will make employment more accessible to disabled people.

We collaborated with a Member of the Scottish Parliament to table a Scottish Transitions Bill so young disabled people have more support.

## Welfare and Social Security

### **The financial support from social security benefits became even more important to disabled people this year.**

Inclusion Scotland secured positive changes to the regulations about the transfer of claims for Personal Independence Payment and Disability Living Allowance to the new Scottish Adult Disability Payment, and to the regulations on the recovery of overpayments from disability benefits.



*Our Senior Policy Advisor Bill Scott taking part in a debate organised by the Birds of Paradise Theatre company on the future of Disability Benefits as they staged their show 'Don't. Make. Tea.'*



## Welfare and Social Security *Continued*

We presented disabled people's lived experience and expert views on what needs to change at many national and strategic groups to achieve improvements to Scottish social security benefits and to increase their adequacy, meaning more money for more disabled people. We argued for the Job Grant to be opened to more young disabled people. We campaigned for the Scottish Child Payment to be raised to £25 a week.

**We won.**



### Social Security issues we covered

#### New Winter Heating Payment

New Winter Heating Payment



Programme for Government  
gov.scot | 2022-23

#### Scottish Child Payment

Scottish Child Payment



#### Adult Disability Payment

Adult Disability Payment



#### Employment Injury Assistance



#### Benefits Overpayment Recovery

Tax credits and benefits



What can I do if I have an overpayment?

## Social Care support

**We focused on influencing decision-makers on what supported people need from a new National Care Service (NCS) involving them to respond to the Bill. We contributed to high level working groups to make points and spoke to parliamentarians, so they understood what the bill means to supported people.**

We spoke on a panel at a conference on the National Care Service, and, with a coalition of organisations led by Oxfam, we helped launch 'A Scotland that Cares' at Scottish Parliament to recognise people who experience care or provide it in the review of National Outcomes.



*People Led Policy Officer Lisa Ehlers at the Scottish Parliament for the Scotland that Cares event.*

**85%**

of long-stay residents in care homes for learning disabled people are under 65 years old.

**67%**

of long-stay residents in care homes for people with mental health problems are under 65 years old.

**77%**

of long-stay residents in care homes for people with physical and sensory impairment are under 65 years old.

## Social Care support *Continued*

### Insights in Social Care 2021-22.

Scottish Government's 'Coming Home' report (Feb 2022) committed to bring people with autism and/or learning disabilities home.

In 2021, the Scottish Government committed to removing care charges...but this has not yet happened and in some areas, care charges are going up.

### Groups we worked with

Independent Review of Inspection, Scrutiny and Regulation Stakeholder Panel



#### **National Self Directed Support Collaboration**

Personal Assistants (PA) Programme Board  
Statutory Guidance (health and social care integration) Short life Working Group  
Exploring Eligibility Advisory Group



#### **Scotland Against the Care Tax**

Digital Front Door Equality Impact Group



## Employment

### **Working-age disabled people are still discriminated against in employment.**

From apprenticeships to job training, and programmes like Best Starts, Bright Futures, we told the Scottish Government that all their plans to support people into work need to be accessible and inclusive of disabled people too; from how they fund employment programmes and how accessible these programmes are to making sure that their own recruitment is fair and inclusive.

**This year, the employment gap between disabled people and non-disabled people is the same as it was in 2008, 31.2 percentage points.**

We used disabled people's lived experience and expertise, learning from our own employment programmes, and research to help to do this.

The Equality and Human Rights Commission asked for our help to produce hybrid working guidance. We told them that disabled people can benefit from hybrid working and how to make this work.

We gave evidence to the Westminster Parliament Social Security Advisory Committee on benefit changes to overcome disabled people's financial concerns about moving towards employment.

## Covid 19

### **Covid has not gone away.**



The legacy of what our governments did and did not do in response to the pandemic will reverberate for years. The lack of planning and failure to listen to disabled people meant that disabled people were more likely to die of Covid. This did not need to happen.

Inclusion Scotland is a Core Participant in the UK Covid-19 Inquiry. We put forward evidence for the Inquiry to consider and we told them what our members said about the impact of isolation, losing social care support, and how hard it was to access health services and things like food. We look forward to the Inquiry's report with recommendations and we will work with disabled people to ensure lessons are learnt.



# Human Rights

**Disabled people have rights. They cover employment, health, social care, housing, inclusive education, and our dignity and much more.**

We used our rights and International Conventions as leverage to remind decision-makers of their obligations to disabled people.

We worked alongside Scottish Ministers, academics and other civil society organisations like **Human Rights Consortium**



**Scotland** as part of the **Human Rights Bill Advisory Board** to get ready for a new law that will incorporate our human rights into Scots domestic law.

We told them what the new law will need to do to make sure that all disabled Scots enjoy all our rights. We have the right to be an equal part of all society and we want the support in place to make sure we can do that. We told them how important it is for disabled people to have equal access to justice when our rights have been breached.

We worked with Scottish Government to start preparing a new national strategy for disabled people's rights.

We got positive changes made to the terms of reference of the Scottish Covid-19 Inquiry.

We told the Scottish Government about disabled people's lived experience to help them shape a new mental health and wellbeing strategy.



## Consultations we responded to

1. Call for evidence: Single-use food containers and other single-use items
2. Public Sector Equality Review
3. Scottish Mental Health Review
4. Equality Impact Assessment for the Patient Safety Commissioner
5. Disability Commissioner Bill Consultation
6. Data Strategy for health and social care
7. Delivering Scotland's circular economy
8. Bill of Rights survey
9. National Care Service Consultation Bill
10. A new Mental Health and Wellbeing Strategy
11. The impact of human rights budgeting
12. Equality Evidence Strategy 2023-25 consultation
13. Scotland's social security system: enhanced administration and compensation recovery

## Written submissions we made

1. Draft Best Start Foods, Best Start Grants and Scottish Child Payment Regulations 2022
2. Social Justice & Social Security Committee: Inquiry into Low Income and Debt
3. Scottish Commission on Social Security: Draft Best Start Foods etc. Regulations 2022
4. Citizen Participation and Public Petitions Committee Public Participation at the Scottish Parliament
5. Covid 19 Recovery Committee: Impact of the pandemic on Scottish labour market
6. National Care Service: Independent Review of Inspection. Scrutiny and Regulation
7. Disabled employment gap inquiry
8. Long Covid inquiry
9. Impact of the Cost of Living Crisis on Rural i. Communities (Westminster inquiry)
10. Increasing the Employment of Disabled People in the Public Sector Inquiry

## Our reports and publications

1. Stacked Against Us Conference Report
2. Cost of Living briefing and evidence pack
3. Cuts to Council Services survey report
4. Impact of the Cost of Living Crisis survey report

## Parliamentary briefings we provided

1. Motion ref: S6M-03646: Improving the Disaster Response to Serious Weather Events
2. Joint Civil Society Briefing on the Bill of Rights Bill in the House of Commons
3. Disabled People, Poverty and the Cost of Living Crisis
4. Cost of Living Briefing Updated edition
5. Impact of the Cost of Living Crisis on rural and island communities briefing for Westminster Scottish Affairs Committee

## Oral evidence we gave

1. Social Justice and Social Security Committee - panel on digital exclusion
2. Social Security Advisory Committee (UK) -
3. Roundtable: Financial barriers to employment
4. Standards Committee: Remote Access to parliamentary proceedings
5. Health, Social Care & Sports Committee: Health Inequalities and Pandemic
6. Social Justice and Social Security Committee: Debt Inquiry, Lived Experience session
7. Finance and Public Administration Committee:
8. Impact of the cost of living and public service reform
9. Covid 19 Recovery Committee: Impact of the pandemic on the Scottish labour market
10. Social Justice and Social Security Committee: National Care Service Bill, Stage 1
11. Social Care and Sport Committee: NCS Bill, Stage 1

## Letters we sent to Scottish Government

1. Letter to the First Minister: Doubling the Scottish child payment bridging payments
2. Letter to Minister for Mental Wellbeing and Social Care: Coming Home Implementation Report
3. Letter to the First Minister: Human Rights Incorporation Bill and Consultation Delay

## Groups we participated in

**Working with others and raising issues at strategic meetings are other ways we influence decision makers.**

### **Equality and Human Rights**

Human Rights Bill Advisory Board

Human Rights Implementation (Wider Engagement) Group

Scottish Government's Disability Equality Strategy Editorial Group

Scottish Government's Disability Equality Immediate Priorities Plan Working Group

Scottish Government's Mental Health and Wellbeing Equality and Human Rights Forum

Scottish Just Law Centre Advisory Board and the Partner's Group

Scottish Parliament

Civil Society Working Group on Human Rights Incorporation

### **Poverty & Social Security Related Groups:**

Disability and Carers Benefits Expert Advisory Group

Scottish Campaign on Rights to Social Security (SCORSS)

SCORSS Adult Disability Payment Subgroup

Social Security Scotland Operational Reference Group

Scottish Parliament Group on Poverty

Ill Health and Disability Benefits Stakeholder Reference Group

Scottish Energy Insights Working Group

### **Work and Employability:**

Short Life Working Group Disabled People's Employment

Ministerial Fair Work Oversight Group





## Making real changes

### We worked to support change in practice through our projects.

#### We Can Work programme

Our We Can Work internship programme supported disabled people with barriers to employment into paid internships across all sectors.

#### We delivered...



#### Here's what our partners had to say...

"The partnership with Inclusion Scotland was very successful and they supported ourselves and Ryan throughout the placement. We are pleased that we had the opportunity to provide Ryan with an introduction to the sector and know that he will go far in his career."

#### *Clyde Valley Housing Association*

"I had responded to the internship vacancy posted by Inclusion Scotland last December and started in January of this year....

"I've felt really supported here and the staff has been brilliant. Working within a housing association has really strengthened my passion for the sector and my belief that it has the potential to change lives."

#### *We Can Work intern, Clyde Valley Housing Association*

## Fair Start Scotland EmployERability Project

### ***Employerability (noun)***

The ability of employers to welcome disabled people as equal and valued employees and support their growth development and inclusion in the workplace.

Our “Employerability” project works to build the confidence and skills of organisations and employers working through to Fair Start Scotland to provide employability support.

With our partner – Glasgow Disability Alliance - we helped participants to make positive changes in recruitment, support, and retention through our training to Fair Start Scotland providers and employers involved.

## Employment and Development

### **We delivered -**

Digital inclusion reviews for public bodies.

6 EmployERability training packages to public and private sector organisations

8 presentations on access and inclusion in employment including the Black Talent Summit and Sopra Steria’s Global Accessibility Awareness Day conference).



*Inclusion Scotland's Lois Radcliffe joined the panel at Herald Scotland's Diversity Conference*



*Our Employment Manager Naomi Waite (front, with back to camera) speaking to Christina McKelvie MSP Minister for Equality and Older People (left) and Fash Fasoro (Black Talent Summit organiser - right).*

## Access to Elected Office Fund

**The Access to Elected Office Fund provides financial support to disabled and D/deaf candidates to help remove the barriers they face when running for Elected Office.**

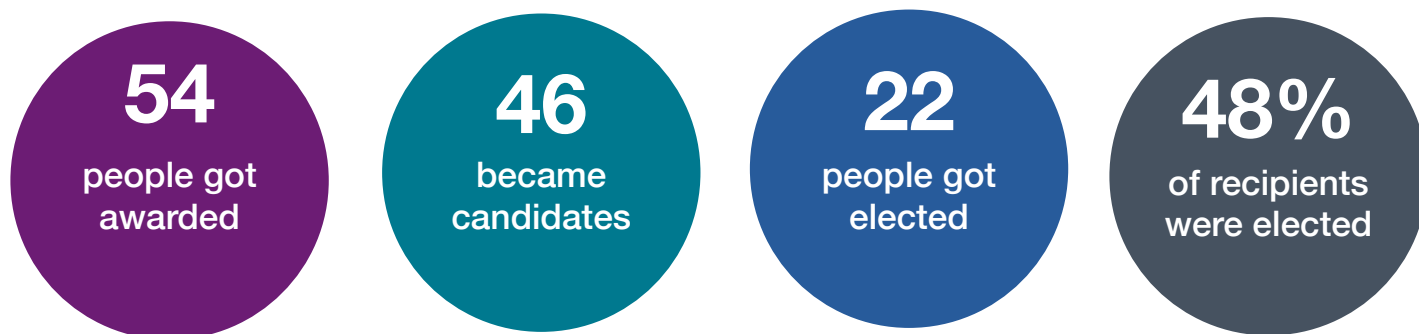
We also provided advice and support to recipients, Political Parties and others about how to make participation in politics more accessible for all.

54 applicants supported (2022 elections)

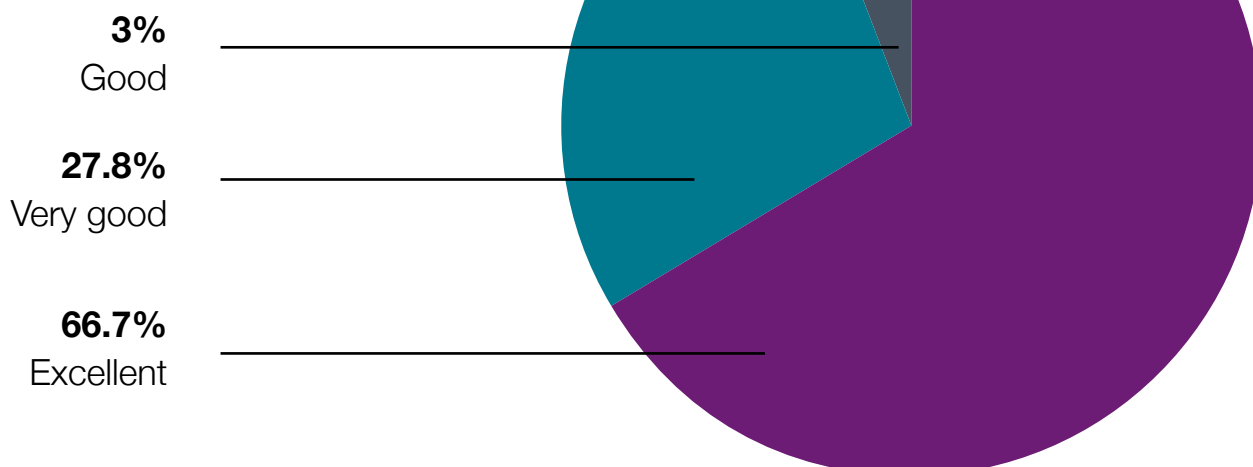
46 disabled and D/deaf applicants became candidates and ran for elected office.

22 candidates were voted into elected office.

48% of recipients to the fund were elected as Local Counsellors across several Local Authorities and Political Parties.



**How would you rate your overall experience of the Access to Elected Office Fund (Scotland)**



## Research

### **Inclusion Scotland continued to research disabled people's experiences. One of our main surveys we carried out this year was on the impact of the cost of living crisis.**

The results were shocking and revealed the desperate situations disabled people are in, including not being able to afford to use lifesaving and life-enhancing equipment. The evidence we gathered from this and other events was used to show decision and policy makers what changes are needed. Thank you to everyone who took part in our surveys over the past year  
**- disabled people's input is invaluable.**

#### **Research Related Groups:**

- > Third Sector Research Forum
- > Close the Gap Research Advisory Group
- > Zero Tolerance Research Advisory Group
- > Trussell Trust Foodbank research advisory group

#### **Surveys**

**Cost of living survey** - what's the impact on disabled people? - 168 responses. Survey was open from 29 August 2022 until 26 September 2022.

**Cuts to council services** - 42 responses, Survey was open from 30 January - 8 February 2023.

**Adult Disability Payment** – Have your say on the mobility component - 46 responses, survey was open from 3 March – 2 April 2023.

#### **Reports we published**

[Cost of living report - January 2023](#)

[Cuts to council services report - May 2023](#)

#### **Research partnerships**

##### **Dignity and social security**

We worked with a UK University to help set up a project on dignity and social security and how different systems affect people's mental health. The project is due to start in January 2024.

##### **Climate adaptation**

We also worked on helping to set up a research project around climate adaptation and disabled people are included and how they affected. The project is due to start in 2024.

#### **Look out for opportunities to get involved in 2024.**

##### **Violence against disabled women - Zero Tolerance**

We worked with Zero Tolerance, a Scottish charity working to end men's violence against women by promoting gender equality and challenging attitudes to look at this issue. A report is due out later in 2023.



## Thank you

**A heartfelt thank you to all our members both individual and organisations, and other disabled people for their contributions, time, and energy.**

Thank you for sharing your lived experience with decision makers and Inclusion Scotland's staff team. Working together we will continue to tackle the longstanding systemic barriers faced by all disabled people and hold decision makers and service providers to account.

### **A Special thank you to -**

Our staff leavers - Kirsten Maclean, Lois Ratcliffe, Naomi Waite, Philip Heritage-Vivers, and Rachel Boyd.

### **And thanks to -**

**Our fellow Disabled People's Organisations** for collective working, including Scottish Independent Living Members – British Deaf Association (Scotland), Disability Equality Scotland, Glasgow Centre for Inclusive Living, Glasgow Disability Alliance, Lothian Centre for Inclusive Living, Self Directed Support Scotland and People First Scotland, and UK DDPO's who we worked with on the UK Covid Inquiry – Disability Action Northern Ireland, Disability Rights UK and Disability Wales.

**Civil society organisations** for peer support and partnership working including – Human Rights Consortium Scotland, Amnesty International Scotland, JustRight Scotland.

**Our research partners** for including us in your research work and providing disabled people with opportunities to participate and reports to use.

**Our donors** who donated to Inclusion Scotland this year.

**Our funders** including the Scottish Government, and Inspiring Scotland for fund support, and The Scottish Human Rights Commission.



## Further information

Inclusion Scotland is a 'Disabled People's Organisation' (DPO) – led by disabled people ourselves. Inclusion Scotland works to achieve positive changes to policy and practice, so that we disabled people are fully included throughout all Scottish society as equal citizens.

You can become a member of Inclusion Scotland by visiting our membership page. Membership is free and open to disabled people, disabled people's organisations and our supporters.

<https://inclusionscotland.org/become-a-member>

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**Inclusion  
Scotland**

**Disabled People's Organisation**

**Our voices ■ Our choices**