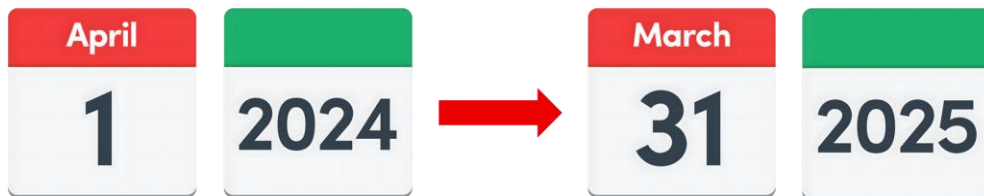


Inclusion Scotland

Trustees report and financial statements



For 1 April 2024 to 31 March 2025



Easy Read



What is a trustees report?



Trustees are people who are responsible for managing the money in an organisation.

They are not paid.



Financial statements show what money is coming into an organisation, and what money has been spent.

This document is the trustees report and the financial statements of Inclusion Scotland.



Trustees are responsible for:

- making the Trustees report and financial statements
- keeping clear records about the finances of the organisation
- checking that the organisation has what it needs to keep working
- working with the Senior Management Team to manage Inclusion Scotland





Inclusion Scotland is a Disabled People's Organisation (DPO).

It is run by disabled people, for disabled people.



From 1 April 2025 our Head Office address changed to Robertson House, 152 Bath Street, Glasgow G2 4TB.



Since the pandemic, staff work both in the offices in Edinburgh and Glasgow and from home.



We want to change policies and the way work is done so that disabled people are fully included and are treated fairly.



We do this by:

- working to have an affect on people who make important decisions
- supporting disabled people to be decision-makers
- developing the amount of work we can do
- telling people about our work
- communicating with people to find out what they think and what their experiences are
- checking policies from other organisations and encouraging them to make them better





- encouraging people to become members of Inclusion Scotland



- sharing what we have learned with other organisations and learning from them



- running programmes and projects, and working with partners in schools, universities and colleges



- having an **internships** programme

An internship is work experience.



- delivering the Access to Elected Office Fund Scotland

Money from this fund supports people to remove any barriers to taking part in politics.



We have had a review of our **mission** – what we want to achieve.

Our new 18 month **strategy** came out in Spring 2025.

A **strategy** is a big plan.

The work of Inclusion Scotland



Inclusion Scotland was set up:

- to support disabled people
- to support people and groups working on disability issues
- to support leadership and **governance** in the disabled people's movement



Governance is how organisations work, what they are responsible for and which people are in charge.



- to tell people about the problems of disability and social exclusion



- to work with organisations to encourage **inclusion** – making sure that everyone can take part and have the same choices and chances



- to provide ways to find out what organisations think

This includes asking them about inclusion and working with them to make this better.

Outcomes and activities



An **outcome** is the way we want to see something turn out.

A **priority** is the work we think is the most important.

Our **priorities** were decided:



- by speaking to DPOs
- by asking Inclusion Scotland members what they thought
- by having events to ask disabled people what they thought



We agreed our priorities with our **funders**.

Funders are the organisations that give us money to do our work.



Most of our funding comes from the Scottish Government's Equality and Human Rights Fund.



We have decided:

- what work to do to make the outcomes happen
- how to check how well work is going

Making sure disabled people are included



- we will find ways to bring disabled people and policy makers together

This will make sure that disabled people's views and interests are represented when policies are made.



Our own policies will be based on **evidence** – things we know are true, and **solutions** – finding answers to problems.

- when we make policies we will:
 - listen to what disabled people want and need
 - listen to what disabled people know based on the things they have experience



Better benefits and access to jobs

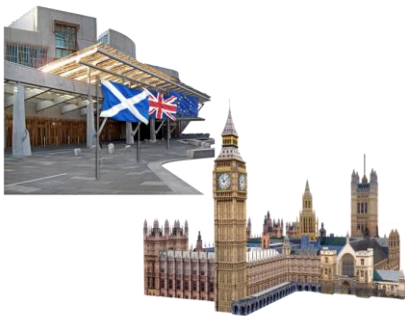


Disabled people will be better supported to avoid **poverty** and to get and keep a job.

Poverty means not having enough money to pay for basic things like food, heating or housing.



- we will give the views of disabled people about the Scottish benefits system so it is the best it can be



- we will tell people why it is difficult that some benefits are in the power of the Scottish Government and some are in the power of the UK Government



- we will tell people how the UK Government welfare cuts are affecting disabled people

We will challenge these cuts when we can.



- we will find out why disabled people are more likely to be living in poverty and do work to make this better



- we will work to change the things that make it hard for disabled people to work



- we will continue to promote and grow the We Can Work Internships programme

Services that support disabled people



Services must be designed and developed to support disabled people to have choice and control about:

- their lives and where they live
- the support they need to be the best they can be, to live independently and be included



- do work to deal with disabled people's poverty and the **cost of living crisis**

The **cost of living crisis** is the cost of everyday things we need like food, clothes and heating going up a lot.



We will work to make sure that disabled people using medical and independent living equipment are not badly affected by the cost of electricity and gas going up a lot.

- we will look at how disabled people are dealing with **climate change** and how we can make it fairer for them



Climate change is the way the world's weather and temperature are changing because there is too much carbon dioxide in the air.



- we will support organisations working on accessible transport



- we will support the **People-Led Policy Panel** to co-produce policy about social care support

This includes the re-design of the National Care Service.



The **People-led Policy Panel** on Social Care Support is a group of deaf and disabled people and unpaid carers who produce policy with the Scottish Government and others.

Protecting and promoting disabled people's rights



Disabled people's rights including **human rights** will be protected and promoted.

Human rights are freedoms that are protected in law that make sure we are treated fairly and with dignity.



- we will support how the Scottish Government adds the United Nations Convention on the Rights of People with Disabilities (UNCRPD) into Scottish law



We will make sure this includes disabled people's right to accessible **justice** – the police and courts.



- we will tell people about human rights and include them in our policies and the way we work



- we will challenge negative attitudes and poor treatment of disabled people

We will use our rights.



We will make sure people know what we and our own organisations can contribute.

Developing our work and our organisation and making them stronger



- we will continue to strengthen the membership of our Board
- we will continue to support the growth of leadership and governance in the disabled people's movement
- we will make sure we have the right policies and procedures to do our work well
- we will make it easier for our members and stakeholders to get the information they need
- we will have spaces for co-working in Glasgow and Edinburgh.

Charitable work



You can find out more about Inclusion Scotland's activities and achievements in the Impact Report 2024 online at:

<https://inclusionscotland.org/wp-content/uploads/2025/02/2024-Impact-Report-Easy-Read.pdf>

Funding



Inclusion Scotland gets funding from:

- Scottish Government Equality and Human Rights Fund
- Scottish Government Social Care and National Care Service Directorate - 2 grants to support the **People-led Policy Panel** on Social Care Support, and the programme that supports the panel
- other funds



This includes 1 thousand 9 hundred and 2 pounds from Kings College London for the Welfare Experiences research project.



We thank all our funders.



Reserves are the amount of money needed to keep an organisation running for a certain time.

We have reserves to cover 3 months.

Future plans

Inclusion Scotland will continue to build on the strength of our organisation by:



- making sure our governance structure will work well in the future
- development of a new Trustee **induction** programme – the information they get when they start as a Trustee



Both of these will make sure we have a strong Board to govern our organisation.



- making sure our **income** - the money that comes into our organisation - comes from different places



- making sure we have the staff, resources and time to do the work we have agreed with our members



- making an 18 month plan for our work and check if work is going well



- making sure that disabled people's equality and human rights, and our experiences are considered and listened to when rules and policies are made



- showing how the cost of living crisis and poverty affects disabled people



- working with the Scottish Government to deliver the Disability Equality Strategy



- working with universities and colleges to do research on issues that disabled people are worried about



- making more chances for disabled people to take part in research



- using the WeCanWork internship programme to get more employment opportunities for disabled people



- supporting employers to be better employers of disabled people



- making new ways to support disabled people to:
 - make policy
 - influence policy makers



- promoting and administrating the Access to Elected Office Fund Scotland before the Scottish Parliament elections in 2026



- gathering disabled people's priorities for a Manifesto



- encouraging more people and DPOs to be members of Inclusion Scotland



- recruiting new staff and making sure all staff get good training and ways to develop.
- following financial rules and having good banking services

Structure, governance and management



Inclusion Scotland follows the rules in a document called its Articles of Association.



The Board of Trustees meets 4 times a year and in 2024:

- elected a Convenor, Vice Convenor, and Treasurer
- appointed a Company Secretary

Organisational structure – how we work together



Inclusion Scotland was re-structured with a new:

- Senior Leadership Team
- CEO
- Head of Policy and Participation
- Head of Development and Engagement

Membership



We have 810 members and supporters in these categories:

- 49 Members: Disabled People's Organisations - this is the only category that can vote
- 544 Associates: disabled people
- 79 Affiliates: Disability organisations that are not led by disabled people
- 43 Supporting Organisations that are not disability organisations
- 95 Supporting Individuals: people who are not disabled

We are working to communicate better with our members.

We reach lots of people and organisations through social media.

Every year we check what skills our Board members have and look for any gaps.

A programme of training is developed to give Board members new skills.

Risk management – what could be difficult

Operational risk



We will follow rules and laws and have good training, health and safety, customer care and look after the places where we work.

Financial risk



Our income and expenses are balanced so we do not have to worry about money

We have made our costs lower so we can have more staff and develop their skills.

We have a plan to look after our money as our organisation grows.

Funding risk



Inclusion Scotland is developing where its funding comes from and where we can earn money.

We will have more services to bring in money.



Reputation risk – what people think of us

We will continue to:

- build a strong brand
- be good at the work we do
- check the social media sites we use



Regulatory risk

We will make sure we have time to plan for rule changes that we know are going to happen.

Capacity risk

We have:

- strengthened our governance
- more staff capacity compared to last year
- changed our staff structure including having a Senior Leadership Team
- made a new strategy and work plan
- made sure we have enough funding from different places





Key management and pay for senior staff

The Board of Trustees and the Senior Leadership Team control and run the charity.



Trustees were not paid a salary or fee.

Company details

Registered Company number

SC243492 (Scotland)

Registered Charity number

SC031619

Head office

Mansfield Traquair Centre, 15 Mansfield Place, Edinburgh, EH3 6BB



Trustees



- Dr Jim Elder Woodward – re-appointed Co-Convenor, 1 October 2024
- Ms Kim Dams - re-appointed Co-Convenor, 1 October 2024
- Jannie Rennie - elected Treasurer 1 October 2024, stood down 26 February 2025
- Mr Alex Thelwell - elected 1 October 2024 - appointed Treasurer 9 April 2025
- Mr Andrew Mason - elected 2 October 2023
- Dr Balkishan Agrawal - elected 29 March 2024
- Ms Irena Paterson - elected 1 October 2024
- Mr Derek Kelter - elected 1 October 2024
- Jenni Sarafilovic - co-opted 1 October 2024



Chief Executive Officer

Heather Fiskin from 1 April 2024.



Auditors are the organisation that looks at our financial records to make sure they are correct.

Our **auditors** are CT Accountants
61 Dublin Street
Edinburgh EH3 6NL



Our bank is the Bank of Scotland
8 Lochside Avenue
Edinburgh EH12 9DJ



Trustees have given the auditors all the information they need.

Financial statements



Our auditors have checked the financial statements and say they:

- are true
- show what money we have coming in and how much we have spent
- have followed the laws and rules for charities, companies and accounting



Money comes from:

- **donations and legacy** – money that people have given to us as gifts
- projects
- other income



The total amount of money coming in is over 1 million and 18 thousand pounds.

Did we have any money left?



After spending money on our work, staff and office costs we had:

- 5 hundred and 50 thousand pounds left in 2025
- 4 hundred and 66 thousand pounds left in 2024

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