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Inclusion Scotland's Annual Report



1 April 2021 – 31 March 2022



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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.

Supporting

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

Developing

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

Welcome to this year's Annual Report.

At the close of last year's Introduction, I wished everyone a 'less stressful year'. Alas, it was to be far from the case. As the pandemic continued to influence everyone significantly, 2021–2022 was yet another extraordinarily exigent and distressing year for disabled people.

Inclusion Scotland's accomplishments are remarkable given the challenges many have faced balancing the demands of home life and isolation, whilst maintaining a full work schedule from home. However, the team rose to the challenge, finding ways to adapt, flex, and achieve more in the last two years than at any time in recent history. Our staff's commitment to the cause, and Inclusion Scotland, has been moving.

Working with our beneficiaries, members, and employees has been a pleasure. They have continuously provided exceptional and essential services for disabled people across Scotland.

I would also like to thank the Board of Trustees, volunteers, and activists for supporting the organisation, our member organisations, and Scotland's pan impairment Disabled People's Movement. I congratulate Moira Tasker, who joined us last summer as Chief Executive of Inclusion Scotland and is pushing us ahead as a charity in numerous ways. I would also like to welcome Raj Jayaraj, who also joined us in the summer as our new Head of Operations & Development, who has hit the ground running, and would like to thank him and the rest of the team for time and again stepping up in what has been 'exciting' and exceptional times. We are blessed to have outstanding leadership as we move on to our next growth phase. We are also grateful to our continuously generous donors and funders, enabling us to continue our work even through these difficult times.

The pandemic has been a unique event that has affected all our lives in unusual ways and to different extents, exposing the realities of our society's systemic failures, and asking of all of us huge amounts of strength, compassion, cooperation, and resilience. It has often felt never-ending. Will this year be any easier? Sadly, the spiralling cost of living in shopping baskets and energy bills, and the broader challenge to our human rights, suggest otherwise – as the United Nations Convention on the Rights of Disabled People (UNCRPD) Shadow Report attests. However, with the help of our members, I am confident that we are well positioned to support those who need our help most, and that we will continue to adapt and grow, and with your help, overcome the challenges ahead.

This year we want to reach even more disabled people in need, but we can only do this with our staff, member organisations, and volunteers' help.

Finally, I hope this report gives you insight into our work and the difference we have made together. My heartfelt thanks to everyone who has contributed and for your invaluable work.

Leo Starrs- Cunningham

Convenor

Chief Executive Introduction

I am delighted to present our first Annual Report as the new Chief Executive of Inclusion Scotland, having joined our dynamic team in the summer of 2021.

I want to thank all our staff who have welcomed me to the organisation, especially during this global changing work environment. While maintaining a strong sense of purpose and vision, our continuity planning stood us in good stead. This period taught us a lot about our working practices and building a sustainable impact for the future.

Last year's Annual Report began with the words "This year has had a devastating impact on thousands of disabled people's lives...". Sadly, little seems to have changed, and things are getting worse. Disabled Scots are now having to deal with:

- **The impacts of years of austerity and toxic UK welfare 'reform';**
- **Increased inflation and food, fuel, and housing poverty as the economy flatlines;**
- **Pre-pandemic social care support failing to re-materialise; and**
- **Fading protections and support for people at high clinical risk.**

Disabled people and our families are disproportionately affected by this crisis and are being dragged into poverty and hardship.

Now - more than ever - disabled people's rights matter and are under threat. Whilst the UK Government is dismantling human rights legislation, the Scottish Government has accepted the recommendations of the Scottish Human Rights Taskforce. It will bring forward legislation incorporating the United Nations Convention on the Rights of Disabled People into Scots law. This is an outcome disabled people have been calling for, for many years. Alongside this, Inclusion Scotland led the creation of a Civil Society Shadow Report, which you can find on our website.

Thank you to all our partners and contributors. This report illuminates the realities of disabled people's lives in Scotland with clarity and depth. The United Nations plan to review the report next year as they examine the UK state party.

We are beginning to see the rollout of devolved benefits in Scotland and increased payments, including the Child Disability Payment, Adult Disability Payment, and the Carers Allowance Supplement, amongst other plans to reorganise social care support in Scotland – not least the creation of the new National Care Service. We will continue to work relentlessly to influence these changes to reflect the views of our members and to ensure that in policy-making terms there is 'Nothing about us, without us.'

The scale and complexities of what we do as a charity are challenging. Our 21st anniversary, however, is an opportunity to highlight 21 astounding achievements that demonstrate the impact Inclusion Scotland has - working with and changing the lives of the most excluded in society.

We can be proud of the leaps we have taken forward as an organisation and of the hundreds of disabled people who have contributed to that. Despite the challenges that these times present us, I am positive that our strides towards genuine inclusion in the next 21 years will empower us further to realise our rights and write our own futures.

Moira Tasker
Chief Executive



Inclusion Scotland reaches a major milestone this year: we turn 21!

That is 21 years of making change happen and working with Scotland's disabled people and the Disabled People's Movement to make sure that our rights and our voices of experience are at the centre of Scotland's decision making, and that we co-design these decisions. There is still lots more to do but here is a snapshot of some of the highlights from the last 21 years.

2001 And we're off! Inclusion Scotland's inaugural meeting and Annual General Meeting are held in a packed South Lanarkshire Council HQ.

2002 We get our first grant funding from the Scottish Executive.

2008 Inclusion Scotland used new Freedom of Information rules to get information from councils about accessible housing and adaptations. The findings did not paint a pretty picture. Result - the Cabinet Secretary told Councils to consult with disabled people when drawing up their Local Housing Plans.

2009 Inclusion Scotland – working alongside other Disabled People's Organisations and the Equality and Human Rights Commission – founded the Independent Living in Scotland project. Together, we sign a Joint Statement on disabled people's independent living with the Scottish Government and the Confederation of Scottish Local Authorities.

2010 Inclusion Scotland convenes a special conference to oppose the UK Government's Welfare Reform Bill which will lead to large cuts to disabled people's benefits. Over 130 disabled people's organisations and individual disabled people attend.

2011 Lobbying by Inclusion Scotland and its membership leads to Scottish National Party and Labour MSPs uniting to vote against the Legislative Consent Motion (LCM) on the UK Government's Welfare Reform Bill. This is the first time that a LCM had ever been defeated in the Scottish Parliament. Only one other LCM has been voted down by the Scottish Parliament since then – the one on the Brexit Bill!

2011 Out to Access was Scotland's first funded project that focused on the intersections of disability with gender identity and sexual orientation. The project was a partnership between the Inclusion Scotland, Equality Network and Glasgow Disability Alliance.

2012 Lobbying by Inclusion Scotland and Self-directed Support Scotland leads to amendments in the Social Care (Self Directed Support) Scotland Act. Independent Living is on the face of the legislation – the first time it has been mentioned in law.

2012 Inclusion Scotland goes international and provides oral and written evidence on disabled people's human rights to the United Nations Council on Human Rights in Geneva for its Universal Periodic Review of the United Kingdom's record.

2013 The Scottish Welfare Fund (SWF) is set up after Inclusion Scotland and our allies in the Scottish Campaign on Welfare Reform secure this commitment from Scottish Government after devolution of Community Care funds to Scotland. Alongside disabled Scots who use the benefits system we coproduce the SWFs independent review process.

2013 - 2020 Inclusion Scotland along with Disability Rights UK, Disability Wales and Disability Action Northern Ireland form a consortium to bid for a UK-wide National Lottery funded project. The consortium wins and the DRILL Project (Disability Research in Independent Living and Learning) is awarded £5 million funding. £3.6 million is disbursed to local Disabled People's Organisations and academic institutions to carry out co-produced research on the things that matter to disabled people.

2013 Inclusion Scotland is a leading voice in the campaign against the Bedroom Tax. Alex Neil, the Cabinet Secretary for Social Justice, Communities and Housing speaks at our fringe meeting at the Scottish National Party Conference.

2013 Inclusion Scotland convinces the United Nations Special Rapporteur on Housing to visit the United Kingdom. Her visit and later report on the negative impacts of the Bedroom Tax on disabled people are widely reported in the media. So much so, that...

2014 ...the Bedroom Tax is fully mitigated by Scottish Government for all Scottish households affected. Alan Wyllie, who organised the No2 Bedroom Tax campaign says– "The work of the SCVO (Scottish Council for Voluntary Organisations) must not go unrecognised as must the work of Inclusion Scotland".

2014 - 2015 Inclusion Scotland utilises the Scottish Council for Voluntary Organisations undergraduate intern scheme to carry out research on the impact of welfare reforms on disabled people. The research called 'Second Class Citizens? How welfare reform marginalises disabled people' is published in 2015.

2014 Inclusion Scotland provides evidence to the Smith Commission on the further devolution of powers to the Scottish Parliament. The Commission's final report recommends that key disabled people's benefits – Disability Living Allowance, Personal Independence Payments, and Attendance Allowance - should be devolved to Scotland.

21 years of Inclusion Scotland in action continued

2014 - 2015 Inclusion Scotland supports writer Paul Laverty and director Ken Loach with a film they are planning on the impact of Welfare Reforms. That film turns out to be the international award winning “I, Daniel Blake.” Inclusion Scotland receives a mention in the film’s credits.

2015 Inclusion Scotland establishes the first Scottish Parliamentary Intern scheme for disabled people.

2016 Inclusion Scotland establishes the Scottish Access to Elected Office Fund to assist disabled candidates for the Scottish Parliament and local government. 44 disabled people were supported by the Fund and 39 became official candidates for election.

2017 Inclusion Scotland writes the Scottish Shadow Report on implementation of the Convention on the Rights of People with Disabilities (CRPD) for the United Nations and leads the Scottish delegation of Disabled People’s Organisations to Geneva to provide evidence to the United Nations CRPD Committee. The Committee’s separate investigation into evidence provided by disabled people that cuts to welfare and social care were in breach of the CRPD concluded that the UK Government was guilty of “grave and systematic violations.”



Our voices ■ Our choices

2017 Inclusion Scotland makes the case for disabled people’s involvement in developing and delivering the new Scottish social security system. The outcome? Social Security Scotland establishes Lived Experience Panels to co-design the new system. Their work on a Social Security Charter is strongly influenced by Inclusion Scotland’s people-led-policy model.

2017 - 2020 Without an active pan-impairment Disabled People’s Organisation in Highland region there was no collective way to increase disabled people’s voice with local decision makers. Inclusion Scotland set up an advisory group led by disabled people to shape our Highland Project. By 2018 this group grew into the Disability Highland Community of Practice, a network of over 100 disabled people, supporters, and local decision makers. In 2019 the group formed the new Disabled People’s Organisation, HighAbility.

2018 Scotland’s First Minister, Nicola Sturgeon, speaks at the Inclusion Scotland’s Disabled People’s Annual Summit called “Situations Vacant: Employerability and disabled people’s right to work” which puts the spotlight on employers and their ability to employ disabled people.

2018 Inclusion Scotland sets up the People Led Policy Panel to co-design the reform of Adult Social Care to ensure that the experiences and views of disabled people and unpaid carers are at the heart of shaping policy.

2018 Inclusion Scotland provides written and lived-experience evidence to Phillip Alston, the United Nation’s Special Rapporteur on Extreme Poverty on his visit to the United Kingdom. This highlights the loss of life and rights to independent living resulting from welfare reform.

2018 “Activate!” conference held in Glasgow to showcase the Disabled People’s Movement to young disabled people and give them space to share issues and connect. Rosie Jones, the disabled comedian, writer and actress (off the television!) leads the day with humour and insight.

2018 Inclusion Scotland and allies work together on the Social Security (Scotland) Bill. The outcome? The law includes a right to advocacy support for all disabled people using the system and a duty on the Agency to provide inclusive communications.

2019 JustRight Scotland partner with Inclusion Scotland and Scottish Trans Alliance to launch the Scottish Just Law Centre to increase public law litigation which champions disabled and trans peoples’ human rights, including those with more than one protected characteristic.

2020 In the first months of Covid-19 lockdown Inclusion Scotland survey’s disabled people about the impact of the pandemic on them and their families. Hundreds respond. Published in October 2020, “Rights at Risk; Covid-19, disabled people and emergency planning in Scotland” helps to change Scottish Government pandemic policies so that they take greater account of disabled people’s needs and human rights.

2020 To support organisations to include disabled people, Inclusion Scotland publishes “Let Us In” guidance on accessible social media and events.

2021 At CoP26, Inclusion Scotland, alongside our international partners, organises the first side-event in the 30-year history of the United Nations Framework Convention on Climate Change that is specifically focused on disabled people and climate action. Inclusion Scotland receive a Special Commendation for our work on climate change and disability inclusion at the Scottish Council for Voluntary Organisations annual awards for our report “It’s Our Planet Too.”



**21 years
of making change happen**

We are almost quarter of the way through the 21st century and living in the fifth richest country in the world, yet still disabled people do not have the same opportunities as non-disabled people.

Fact - Around half of all the people who live in poverty in Scotland live in a household with at least one disabled person.

Just as disabled people are disproportionately impacted by the pandemic, they are now being disproportionately impacted by the cost-of-living crisis.

Fact - Disabled people are 31% more likely than non-disabled people not to be in employment.

Disabled people were more likely to be furloughed and sacked during the pandemic and more likely to have their access to essential services denied. The pandemic is not over for disabled people; restrictions have been lifted but disabled people are still being left behind.

Fact - During the pandemic almost half of all disabled people in Scotland reported feeling lonely compared to 30% of non-disabled people.

Meanwhile the rising energy and food costs has created a huge problem for disabled people. Disabled people are already more likely than people who are not disabled to be living in poverty and staying at home all day, in often inaccessible housing, out of work and denied equal opportunities for learning and leisure, isolated and lonely, and grappling with the cost of heating, energy for aids, and worried about food.

Fact - There was a 44% increase in the number of disability hate crime charges. This is the highest number of charges reported since new legislation about this came into force.

The UK Government is continuing to undermine human rights with changes planned to the Human Rights Act. Scotland is on a different path with plans to enshrine human rights, including the United Nations Convention on the Rights of Disabled People, into Scots Law. There is also a new Scottish system of social security being rolled out. This has been designed around human rights principles including equality, accessibility, and dignity. We will be watching these changes closely and taking more action. We want to use every opportunity we have to help to make sure that disabled people enjoy the rights they own.

You can read more about what disabled people – including those with more than one protected characteristic - say is happening to them in the Civil Society Shadow Report on the United Nations Convention on the Rights of Disabled People. Inclusion Scotland, working with a steering group of Disabled People's Organisations and others, produced the Report in March 2022 and this has been sent to the United Nations Committee who will hold an inquiry into the UK. Find out more about the report on page 12. You can read the full report and the Easy Read report on our website – www.inclusionScotland.org

So what have Inclusion Scotland and our members been doing about it? The following pages tell you more about the work we did from April 2021 to March 2022.

Access to Politics

The Access to Elected Office Fund (Scotland) broke down systemic barriers to elected office by supporting disabled people to run as candidates in Scottish elections by covering the costs of reasonable adjustments to overcome barriers to participation.

- **14 disabled candidates** were supported to stand for the Scottish Parliament elections in May 2021.
- **54 new applications** from nine political parties were accepted onto the programme ahead of the 2022 Local Government elections.
- **46 of those supported** went on to become candidates for their political parties for the forthcoming Local Government elections.
- **A further 12 disabled people** running for election got advice and we provided advice to at least 600 other disabled people, political activists, and stakeholders in the political process.

Employment

Our Employment team continues to find innovative ways to show employers that removing barriers to inclusion and accessibility will help them to attract talented disabled people to their workplaces. Our message to them is simple - "it's good for your business" and even minor changes make a difference.

- **22 disabled people's internships** delivered in the third, public and private sectors.
- Launched our "**Unlocking your EmployerAbility**" training and tools to employers.
- Launched an online "**Jobs Board**" for employers to advertise vacancies through Inclusion Scotland to help them to attract more applications from disabled candidates.
- **100% of attendees** at our EmployerAbility training said they grew in confidence and would recommend the training to others.
- Delivered workshops to over **250 delegates** from the Scottish Travel and Tourism Industry through a contract with Skills Development Scotland. Delegates included National Trust for Scotland, Diageo and the BBC.
- **On the back of this training**, Inclusion Scotland has been asked to do more training, and venue and web accessibility audits.
- **We have opened up new opportunities** for disabled interns with more than one protected characteristic through working with organisations like Black Professionals Scotland.

The training programme has resulted in great inclusive outcomes for disabled people like the new tours with British Sign Language by National Trust Scotland.

Lived experience for change

Statistics are good and fine, but lived experience is the most valuable tool in the box.

Inclusion Scotland believes that those who make the law, provide policies, and deliver services must listen to disabled people and support them to co-design change. They need to understand what happens in our daily lives, learn what the real barriers are and work with us to dismantle them so that we enjoy the same equality of opportunity as everyone else.

The People Led Policy Panel on Social Care Support

This was another busy year for the People Led Policy Panel on Social Care Support, including recruiting more Panel members and supporting them with a new co-designed peer support package

The Scottish Government drew up proposals for a new National Care Service which will be followed by a Bill in the Scottish Parliament. If enacted, the Bill will establish a new National Care Service with the aim to improve social care support for people no matter what part of Scotland they live in.

The Panel responded to the Scottish Government's consultation on this and met with Kevin Stewart MSP, Minister for Mental Health, Wellbeing and Social Care. The Minister wrote to us to say that he saw a significant role for the Panel in the development of the new National Care Service.

Panel members worked to put lived experience at the centre of the proposals by contributing to national strategic groups as part of a human rights-based approach to this work. Members shared their individual lived experiences at public events, setting out what reality looks like for them to those in decision making roles. The Panel also worked with Scottish Government on their draft health and social care digital strategy.

The Poverty and Social Security Lived Experience Group

This year the pan-impairment Lived Experience Group on poverty and social security helped Inclusion Scotland to produce written responses to consultations on the new Scottish Child and Adult Disability Payments and the proposed Low Income Winter Heating Assistance. Group members' experiences were incorporated into our briefings and evidence for Parliamentary debates and Committees. Members provided oral evidence on Fuel Poverty which was well received by the Committee.

Scottish Independent Living Coalition

Another group that fosters direct communication between disabled people and policy makers is the Scottish Independent Living Coalition (SILC). SILC is the Coalition of leaders from Scotland's Disabled People's Movement. This year we told decision makers how to breakdown systemic and intersectional barriers via social care support, equality mainstreaming, re-opening the Independent Living Fund, human rights approaches and started work with them on a new national strategy to replace Fairer Scotland for Disabled People.

Influencing for change

Influencing change is what we do.

This year we worked across many areas to tell decision makers about the systemic and intersectional barriers disabled people face, and what to do about it. We pushed for the space for disabled people to co-design decisions with them. What follows are just a few highlights.

All our human rights

We have been working with other organisations to make sure that new legislation which plans to enshrine human rights into Scots law does what it needs to do for disabled people.

From what these rights are, to duties on public bodies like councils and schools to protect and progress our rights, and accessible routes to redress when things go wrong, we have been working to ensure that Scottish Government gets this right. This includes making sure that the public consultation about the new law is accessible and inclusive. This is a once in a lifetime opportunity.

A Shadow Report by disabled people for the United Nations

Disabled people and Disabled People's Organisations contributed to a project led by Inclusion Scotland to produce a Shadow Report to be sent to the United Nations. This means that the Committee will know from first hand evidence what the State Party (the UK Government, the Scottish Government, and the public sector) has done to deliver and progress our human rights and what they still need to do. The report was co-signed by 25 Disabled People's Organisations and other organisations.

You can read the full report and the Easy Read report on our website – www.inclusionscotland.org.

All the evidence provided by disabled people and Disabled People's Organisations has not only gone into the report..., we are using it to help co-design the Scottish Government's new Strategy to replace Fairer Scotland For Disabled People and the new Disability Employment Action Plan.



Nothing about us without us!

United Nations Convention on the Rights of Disabled People

Scottish Civil Society Shadow Report
March 2022
Summary Report

Interested in getting involved?
Please look out for opportunities to get involved in our members newsletter and on social media.

Poverty and social security

Inclusion Scotland worked with the new Scottish Social Security Agency and Scottish Government to ensure that the devolved social security system is accessible and has a fair and dignified assessment regime for disabled people. Robust outcomes we achieved include changes to fraud regulations and other law on the new Scottish Children and Adult Disability Payment.

We responded to the consultation on the new proposed Winter Heating Assistance for Low Income Households insisting that disabled people should receive additional support to address their additional costs. A large majority of the 400,000 households entitled to the new £50 payment Winter fuel payment contain a disabled adult or child.

Covid

The impact of the pandemic is by no means the distant memory for disabled people that it is for many others. Many of the barriers disabled people faced before the pandemic have got worse. New barriers are coming thick and fast as people shield without the support they need to do so, and as moves to bolster local economies create inaccessible town centres.

When Scottish Government answered our call for a public Inquiry into the responses to Covid-19 we made the case for Do Not Attempt Cardiopulmonary Resuscitation Notices (DNARs) to be looked at by the Inquiry. This is now part of the remit for the Inquiry so everyone will know about and learn the lessons about what happened to disabled people.

Transitions

Inclusion Scotland has partnered with Camphill Scotland and Pam Duncan-Glancy MSP to re-introduce the Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill. This was a great outcome as the Bill ran out of time in the last Scottish Parliament and needed to be introduced again so it can be passed into law.

The Bill will help young disabled people by giving them entitlement to a Transitions plan and support to help them to realise the outcomes they set themselves for their lives after school. The Scottish Government will have to develop a nation-wide Transitions Strategy aimed at increasing the proportion of disabled young people who achieve 'positive destinations' such as employment, education, or training, after they leave school.

The Bill has been signed by 59 MSPs – more than half of all the backbench MSPs in the Parliament.

Housing

We contributed to a UK-wide Bureau of Investigative Journalism investigation of the systems of support for adaptations for disabled people – in Scotland this focussed on issues with the Scheme of Assistance for disabled people who own their home or rent privately.

The BBC reached out to us to contribute to a BBC Scotland investigation into systems of support for disabled people who need to buy an accessible home, and the financial exclusion disabled people often face when seeking an affordable accessible home in Edinburgh.

Climate change and CoP26 (Conference of Parties)

Inclusion Scotland has been leading the way on one of the most crucial issues facing everyone and how it affects disabled people – climate change.

On United Nations Earth Day 2021 Inclusion Scotland hosted a panel discussion, with disabled people, climate activists, policy makers and academics on the impacts of climate change for disabled people.

This was a chance for us to work with other charities and groups including those who focus on climate change, to tackle the systemic barriers faced by disabled people including those with more than one protected characteristic. Working with national and international partners, such as the International Disability Alliance, the European Disability Forum, Human Rights Watch and McGill University of Canada, we ran a side event at CoP26 in Glasgow. This was the first time ever that a CoP has given a platform for disabled people. It was also our chance to launch the report of our panel discussion "It's Our Planet Too: Climate Change, Disabled People and Climate Action in Scotland" to an international audience.

We continue to work with international Disabled People's Organisations to form a Disability and Climate Action Caucus that we hope will be formally recognised by the United Nations Convention on Climate Change Secretariat. If this happens, disabled people will have a voice at future CoPs.

Closer to home single-use plastics such as plastic straws are on their way out. We worked with Scottish Government and Zero Waste Scotland to ensure that the Directive for this does not discriminate against disabled people who need to use plastic straws. We also supported the Scottish Climate Assembly to make sure the Assembly was fully representative of and accessible to disabled people.

You can learn more about our work on climate change and read the "It's Our Planet Too" report on our website (see back page for details).

It's our planet too:

Climate change, disabled people and climate action in Scotland



Polls, surveys and webinars

Blue Badge allocation, plastic straws...whatever the subject, if it affects disabled people, we want to know what disabled people think so that we can tell decision makers about disabled people's real lives. We conducted polls and surveys, and hosted webinars with disabled people, including those with more than one protected characteristic. Along with evidence from our panels and groups, and research we do with universities, the evidence we gather is used to show decision and policy makers about the changes they need to make.

Partner Research

We partnered with three universities to bid for research funding which, if successful, will explore a range of issues including abuse, benefits, and climate change. We ensured that disabled people's active participation featured in the plans for all the research.

Research for the United Nations Shadow Report

We worked hard this year to gather evidence for the Shadow Report for the United Nations. The evidence painted a stark picture on the state of disabled people's human rights in Scotland. This is particularly true for disabled people with more than one protected characteristic who face intersectional barriers.

Findings included -

96%

thought there is still negative attitudes and discrimination towards disabled people in Scotland.

76%

said that buildings, housing, transport, and information are still not accessible for disabled people.

71%

said disabled people are still not given the support they need to live independently.

87%

said that there was not enough planning in place to protect disabled people during the pandemic.

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Thank You

A heartfelt thank you to all our members both individual and organisations, and other disabled people who contribute their time and energy, and who share their lived experience with decision makers and Inclusion Scotland's staff team.

Together we can tackle the longstanding systemic barriers faced by disabled people including those with more than one protected characteristic. As policies and services change and new ones are introduced, we need to keep sharing our lived experience of what the reality of these changes are, so that things stop getting worse and keep getting better.

thank you to...

Our funders including Inspiring Scotland, Scottish Government, Equality and Human Rights Commission, Skills Development Scotland.

Gibson Kerr for their generous donation towards our work.

University of Edinburgh Disabled Students Campaign for fundraising for Inclusion Scotland.

UK DDPO's who we worked with on the Civil Society Shadow Report for the United Nations, and much more besides. Inclusion London, Disability Action Northern Ireland, Disability Wales, and Ellen Clifford.

Civil society organisations for peer support and partnership working – Human Rights Consortium Scotland, Amnesty, JustRight Scotland, Zero Waste Scotland, Environmental Rights Centre Scotland.

Our Research partners for including us in your research work and providing the disabled people and Disabled People's Organisations with opportunities to participate and reports to use.

Organisations including - Glenmorangie, Edinburgh Council, Levy & McRae, Skills Development Scotland, Mental Welfare Commission, Samaritans, Sopra Steria, Glasgow Science Centre, Edrington, Historic Environment Scotland for engaging in our Employerability training and working with us to further inclusion in workplaces across Scotland.

A Special thank you to: Phyl Meyer, Heather Fiskien and Dr Pauline Nolan who acted as Executive Directors until the appointment of Moira Tasker as Chief Executive on 28 June 2021. Staff who have left during the year Phyl Meyer, Lynne Wham, Iain Smith, John Beaton, Andrew Jarvie, Stuart Pyper and Philip Heritage-Vivers.

Our Board

Convenor

Leo Starrs-Cunningham

Deputy Convenor

Jim Elder-Woodward

Treasurers

Gillian Lawrence (resigned 17 May 21)

Kim Dams (from 2 September 21)

Board Members

Andrew Mason

Balkishan Agrawal

Derek Kelter (from October 21)

Irena Paterson (from October 21)

Gillian Lawrence (to May 21)

Dr Kirstein Rummery (to October 21)

Dr Fiona Kumari-Campbell

(to October 21)

Ryan McMullan (to October 21)

