Annual General Meeting

Date: 02 February 2023  
Time: 11.00-12.00pm  
Venue: By Zoom

Minutes

Welcome and apologies

Present:

**Directors:** Leo Starrs-Cunningham (Convenor), Kim Dams, Balkishan Agrawal and Derek Kelter.

**Full members:** Kim Dams (DG Voice), Lorraine Van Beuge (North Lanarkshire Disability Forum) Marianne Scobie (Glasgow Disability Alliance), Carole Wallace (Deaf Action), Paula Fraser (VOX Scotland), Kabie Brook (ARGH Highland), Leo Starrs-Cunningham (AMASE).

Leo Starrs-Cunningham welcomed everyone to the Annual General Meeting (AGM). This is the AGM for the period beginning April 2021-March 2022.

7 full members DPOs were present and therefore the AGM is quorate. Leo introduced Janice Sheridan. Janice addressed housekeeping issues.

1. **Minutes from Annual General Meeting 2021**
The minutes of Annual General Meeting held on 28 October 2021 were presented. Leo asked for any corrections or queries to the minutes. There were no corrections received.

Leo proposed that the minutes be accepted as an accurate record. This was formally proposed by Dr Balkishan Agrawal and seconded by Kim Dams. The minutes were accepted as an accurate record.

2. Convenor’s Report

Leo presented the convenor report. “I am honoured to introduce Inclusion Scotland’s 2021-2022 Annual report.

At the end of the year, I wished everyone healthier, happier, less stressful year ahead. Alas, this did not happen. It has been a distressing year for disabled people and their organisations.

This makes Inclusion Scotland accomplishments even more impressive. The team rose to the challenge and finding more ways to adapt and achieve more in the last two years than at any time in recent history. The staff team’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 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. Congratulations to Moira Tasker, who joined us last summer as our Chief Executive Officer. Moira unfortunately not well enough to be here today. I welcome Raj Jayaraj, our new head of operations and development. We would like to thank him and the rest of the team for stepping up in exceptional times. We are continually grateful for our 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, exposing the realities of our society’s systemic failures. 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. 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. My heartfelt thanks to everyone who has contributed and for your invaluable work.”

### 3. Chief Executives report

Leo read Moira’s Chief Executive report. “Moira joined us in summer 2021. Moira wanted to thank all the staff that welcomed her to the organisation during this 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 are disproportionately affected by this crisis and are being dragged into poverty and hardship. Disabled people’s rights matter now more than ever 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.

Thank you to our partners and contributors, it illuminates the realities of disabled people's lives in Scotland with clarity and depth.
We are beginning to see the roll out of devolved benefits in Scotland: Child Disability Payment, Adult Disability Payment and Carers Support Allowance. Plans for the creation of a new national care service. We will work relentlessly to influence these changes to reflect the views of our members and to ensure that in policy-making terms ‘Nothing about us, without us.’

Inclusion Scotland’s 21st anniversary is an opportunity to highlight 21 astounding achievements.

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.”

Kim wanted to send regards to everyone who is unwell.

4. Annual Accounts and Agree Auditors for next year.

The accounts were presented by our Treasurer, Kim Dams.

Kim thanked The Scottish Government, Inspiring Scotland, Skills Development Scotland and The Equality and Human Rights Commission for their financial support during the financial year.

The audited accounts give figures for the financial year, which runs from April 2021 to March 2022. They provide a snapshot of where our accounts stood at that time.

Our income from donations and legacies was £233,473. £207,250 came from a grant from Scottish Government for our core activities. Our programme grant income for the financial year was £789,296. We raised £36,148 from training, consultancy, events.

Our total income for the financial year was £1,058,917. This was reduction of £431,204 year on year.

Our total expenditure for the financial year was £1,116,026.

Our expenditure was higher than our income by £57,109.

The difference is due to expenditure incurred before the end of the last financial year, the change to our funding arrangements, an overall
5. Election of Directors to the board

Leo explained that we have 1 vacancy on the board but there were no nominations for the board. The place will co-opted. If any member is interested in co-option, please get in touch with us. The Board will make a decision and get back to people who expressed interest.

6. Any Other Business

Tressa Burke from Glasgow Disability Alliance talked about the difficulties that Disabled People’s Organisations are having. She thanked the Inclusion Scotland team for their work and offered solidarity and support to everyone.
Leo reminded me people the Conference starts back at 12:45pm. He thanked everyone for attending and closed the AGM

**Convenor’s signature of approval:**

**Date:**