



**Glasgow Disability Alliance**  
Confident Connected Contributing

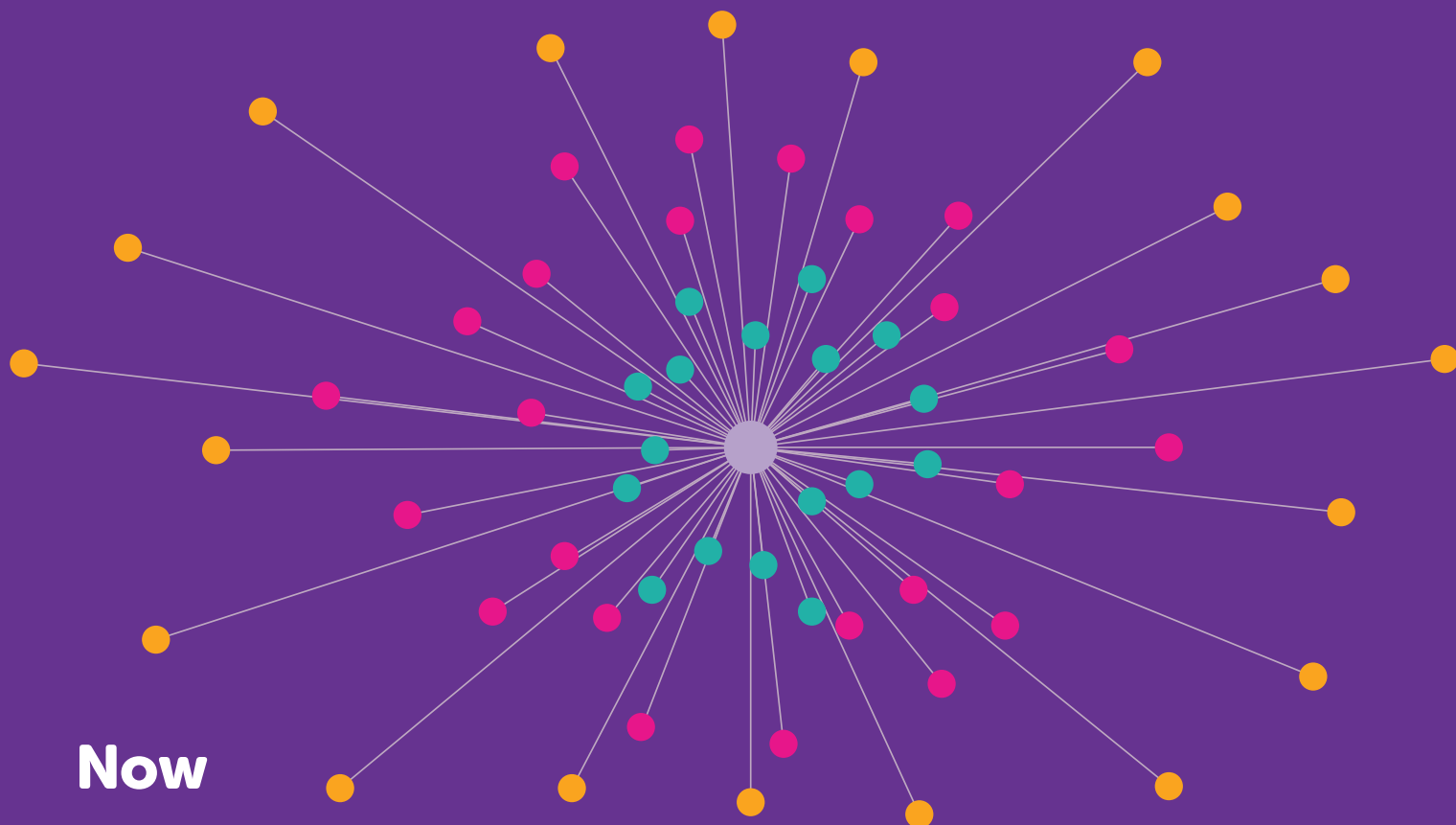
# Empowerment in Action

Annual Impact Report 2016 - 2017

"GDA's Community Development approach puts disabled people at the centre of finding solutions to the barriers they face, supports them to build personal capacity to take control over their life, build voice and develop resilience.

Peer support is essential – being connected to like-minded people and working together to firstly acknowledge barriers faced before working together to develop achievable solutions."

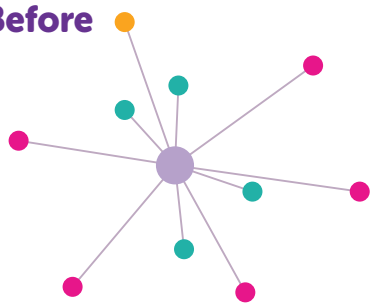
Assist Social Capital 2016



Now

*GDA raised my confidence through learning and increased my knowledge about disability issues and rights. I'm much more able to stick up for myself and others, armed with the facts. I've met new people, made good friends and have had opportunities to connect with power holders to influence change". Rose*

Before



**Bonding** **Bridging** **Linking**



**Bonding** (green)– close, strong bonds between members of a community.

**Bridging** (pink) – ties across similar groups and communities.

**Linking** (yellow) – links with power holders.

Left: Rose's social capital map before she joined GDA. Image above shows multiple relationships with other disabled people, with other groups and links with decision makers / power-holders.

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# Convenor's Foreword



**I am delighted to introduce GDA's Annual Impact Report for 2016 -17 which details our remarkable progress and demonstrates empowerment in the lives of so many disabled people individually, collectively – or both!**

Results have been outstanding: from getting university degrees, volunteering and securing work, to simply being more confident within your own life, doing more courses and meeting new people: because that's where participation starts! Working together to change the realities of disabled people's unequal lives has been a vital part of the journey

which has led to people being empowered as a community, most notably through our Drivers for Change & Purple Poncho Players.

Delivering on our mission has been balanced by the serious business of building a strong, thriving and sustainable organisation. Our programmes of support provide a lifeline to many disabled people, more so now than ever: with cuts to benefits and services and hate crime on the rise, hardened attitudes and austerity have hit hard, with disabled people seen by many as an acceptable casualty. But this is far from acceptable and GDA members, Board and staff have spoken out.

Our position has been supported by the UN, who in Nov 2016 denounced the UK government's "grave and systematic violations" of the UN Convention on the Rights of Disabled people. It is clear then, that the role of GDA, led by our 3629 members (end of March 2017), is more crucial than ever.

I am therefore particularly grateful to our funders who continue to believe in and support our work including: the Big Lottery, Glasgow City Council, Glasgow

Health & Social Care Partnership and the Scottish Government. These funders understand that true sustainability is located in the lives of our members and their improved confidence and skills, networks and connections.

I am exceptionally proud of the achievements of the GDA Team and the fact we have secured the resources needed: this is based on solid evidence of GDA's value as an organisation which changes the lives of thousands of disabled people for the better.

Tackling poverty and disadvantage is a long-term endeavour. GDA works with many of Scotland's most disadvantaged people and we have made a firm case to funders that they therefore cannot afford to pay for our programmes: however, these are still needed. We have advocated that disabled people need transport, personal assistance, communication support, accessible information and sometimes specialist equipment to enable them to participate.



There is no hiding: these things have a cost; but this is nothing compared to the cost of the loneliness and voicelessness that too many disabled people face: having no purpose or hope. Isolation is worse for health than lifelong smoking and can lead to early death. But we have demonstrated and celebrated that if disabled people are supported to build confidence and connections, the contributions they make can be amazing.

Disabled people's expertise are a vastly under-used resource, crucial to solving the problems Scotland faces today: so investing in us is an investment in all of Scotland's people.

Our talents, expertise and contributions have been recognised by a huge range of partners, across Glasgow and Nationally. Over the last year GDA has supported disabled people to have their voices heard loud and clear across both Glasgow and Scotland: a national profile, founded on local, grassroots delivery.

GDA is leading the way, showcasing a growing, participative movement for change with disabled people at its core.

Exploring common barriers and identities increases confidence and control over our lives, building our collective voice to influence the services and decisions which affect us.

I am very proud of GDA's role as a catalyst for the empowerment of our members, and I would like to pay tribute to the exceptional efforts of our award winning and dedicated staff team; in particular to Tressa, our CEO, for establishing a culture which is highly driven, mission-focused, and built on trust and human leadership. I also commend my Board colleagues who are committed, hard-working and resilient. Above all, a special thanks to our members who are our whole reason for being and continue to be our driving force in everything we do.

I look forward to working together in the coming year. We will settle for nothing less than our full and equal human rights, harnessing the strengths of even more new GDA members, to support each other, transform our lives and improve society for us all.

**Angela Mullen, Convenor**

## GDA Board 2016-2017

Jim Berrington *Vice Treasurer*

Alan Dick

Bridie Gallagher

Bill Hughes

Morag MacKay *Treasurer*

Billy McFarlane

Maureen McHugh

Angela Mullen *Convenor*

Iain Montgomery *Vice Convenor*



# Chief Executive's Report 2016-17



I am delighted to present this whirlwind overview of GDA's amazing progress over 2016 -17. I hope it brings to life a flavour of the work done and impact made on the lives of over 1000 disabled people: it shows how building individual and collective capacity is the key to empowering our community.

We began the year, building disabled people's skills and voices to influence change: read about the launch of our Manifesto for Equal Participation, Rally and pre-election Hustings in April 2016 on p22-23.

We continued our mission to build confidence, connections and contributions, reaching an incredible 3629 members by 31st March 2017.

We connected 1060 disabled learners – of all ages and impairment types – to 5381 learning opportunities, welcoming 529 new members and enabling over 1200 to attend events.

Through 105 short courses, 19 longer term programmes and over 25 events, we encouraged members to raise aspirations, recognise their talents and build on strengths to drive changes individually and collectively.

*"By enabling trusting connections and relationships with others to grow and develop, GDA is delivering not only a high level of personal empowerment for individuals but also improved access to opportunities and better outcomes for disabled people." Arrivo 2017 (Independent Evaluation).*

We connected disabled people to each other, through networks of peer support and friendship; to information and services; and to opportunities to volunteer, participate, and plan actions to influence change.

**GDA increases disabled people's life chances, raises awareness and tackles inequality by:**

1. Engaging disabled people.
2. Delivering programmes of learning, development, coaching and capacity building.
3. Building voices for empowerment – individually and to facilitate change.
4. Providing accessible information about rights, and signposting to services.
5. Working through partnerships & Coproduction: working together, working differently, demonstrating innovation and a culture of learning.

We have continued bringing disabled people's expertise and lived experiences together with planners, policy and decision makers at local and National levels. This year, GDA Board, staff and members reviewed need and prioritised actions which delivered results. We evolved to occupy a distinct role in Glasgow and Scotland: delivering locally, and contributing Nationally.

At a National Level, GDA members worked intensively to help shape Scotland's new social security system (see p28 – 29) and a national action plan to strengthen disabled people's Human Rights and create a Fairer Scotland for Disabled People.

While in Glasgow, disabled people's voices, strengthened through GDA, have shaped policy and services around Community Planning, Hate Crime, Health and Social Care, Community Learning & Development, Resilient Glasgow, Poverty Leadership Panel, Third Sector Forum and Glasgow's Independent Living Strategy.

GDA celebrates the diversity of disabled people and our work has recognised and supported disabled people who are younger, older, women, men, from black and minority ethnic communities and who

are lesbian, gay, bisexual, transgender, queer, intersex or asexual.

Often through partnerships, we celebrated the diversity of our GDA community of disabled people, reflecting the rich tapestry of Glasgow and Scotland and valuing everyone's contributions.

I would like to take the opportunity to pay tribute to GDA's exceptional team who go above and beyond every day to deliver the GDA mission and vision. This includes our PAs who make every activity more accessible. Thanks to our funders who continue to invest in and show confidence in our work. To our fantastic, skilled and dedicated Board: my personal thanks and appreciation for their continued support, and direction. Thanks too to our many willing and positive partners – we rely on you for support to drive forward change!

My sincere gratitude to our Convenor Angela for her guidance: direct, supportive and always wise. Above all, thanks to our members who inspire us every day and remind us of our purpose. I look forward to continuing our work next year, delivering our vision to secure disabled people's equality and human rights in Glasgow and Scotland.

**Tressa Burke, CEO**

## GDA Staff 2016-2017

Linda Algie	<i>Finance Manager (p/t)</i>	Noreen Paterson	<i>Development Officer</i>
Allan Barr	<i>Administrator</i>	Sylvia Pearson	<i>Development Officer</i>
Tressa Burke	<i>Chief Executive</i>	Marianne Scobie	<i>Depute CEO</i>
Ruth Hart	<i>Administrator (p/t)</i>	Brian Scott	<i>Development Manager</i>
Alison Hill	<i>PA to Chief Exec (p/t)</i>	Sandra Stuart	<i>Development Manager</i>
Isla McIntosh	<i>Development Coordinator</i>	GDA PA Team	

# Introduction: GDA - the Community

GDA is a vibrant disabled people led organisation with 3629 members by the end of March 2017. We are the biggest community led groundswell of disabled people in Scotland and a leading example of a community of interest.

**Our mission is to build the confidence, connections and contributions of disabled people.**

Through accessible learning, coaching, events and activities GDA connects disabled people with each other, with opportunities and with decision makers. We recognise talents and strengths and support disabled people to build on these, participate and be leaders in their own lives.

GDA believes in the social model of disability: it is barriers in society and not our own conditions or impairments which disable us.

**Founded on human rights and community development, our approaches:**

- put disabled people at the centre of finding solutions to the barriers they face.
- support them to take control over their lives, build voices and develop resilience.
- build capacity for disabled people to drive changes in policies, services and their own lives.

*"I am delighted to support the work of Glasgow Disability Alliance whose programmes and supports place disabled people in the driving seats of their own lives and empower them to make the contributions they want to make.*

*GDA is an inspirational example of a community of interest: it's about disabled people doing "with" each other rather than being "done to". In this way, disabled people are more in control of their own lives, and all of Scotland will benefit."*

**Angela Constance, Cabinet Secretary for Communities, Social Security and Equalities**

*"With thousands of members GDA are totally with and for the community of disabled people in Glasgow. Every day GDA makes a difference to people's lives in Glasgow and every day disabled people give something back to our communities, to our families and wider society." Robert, 46.*





## Key Stats 2016-17 at a glance...

- **3629** members by 31.3.17.
- **1060** disabled learners supported from age 13 to 103.
- **5381** learning opportunities - an average of 5 per person.
- **529** new members engaged.
- **1200+** disabled people supported to attend events.
- **105** short courses delivered.
- **19** longer term programmes.
- **10** certificated courses completed.
- **25** events held with and for disabled people.
- **14** community clubs supported.
- **150+** disabled people received coaching.
- **800+** disabled people brought together with services.
- **20+** Peer Support networks supported.
- **3800+** reached through postal mailings (less than 1/3 have broadband).
- **10+** partnership events delivered.
- **500+** reps from agencies received learning via seminars, training & keynote addresses.
- **300+** website updates.
- **1800** Facebook page likes.
- **3000+** Twitters followers.
- **8** Newsletters.
- **12** E-Bulletins sharing learning and information.
- **100+** partnerships serviced.
- **6** PPP performances.
- **4** short films produced.



*"GDA is the only organisation that has helped me come out of my house in years after PTSD, depression, chronic migraine, anxiety, arthritis and diabetes. They organise taxis which stops panic attacks. I get to meet other disabled people. GDA are kind, understanding people which gives me confidence. I loved the courses but most of all I've learned to laugh again for the first time in many, many years." Alice, 57.*

# Learning together: confidence and peer support

Accessible learning is GDA's bread and butter – it's what brings our members together to build confidence and aspirations and support each other. Here's a whirlwind tour of our learning programme this past year.

## Learning Fast Facts 2016-17

- **1060** disabled learners from age 13 to 103.
- **5381** learning opportunities - av. 5 per person.
- **105** short courses delivered.
- **19** longer term programmes.
- **10** certificated courses completed.
- **25** events held with and for disabled people.
- **10+** partnership events delivered.
- **150+** disabled people received coaching.
- **6 PPP** performances.



## Examples of GDA Learning

- Accessible cycling
- Armchair exercise
- Arts and crafts
- BSL
- Confidence booster
- Creative writing
- First Aid Certificate
- Fly tying
- Food Hygiene Certificate
- Happy feet
- I-Pads
- Kite making/flying
- Laughter yoga
- Mosaic making
- Music and dance
- Outdoors day
- Puppetry
- Relaxation
- Sports days
- Woodcarving



## Empowerment through learning

*"I've not been out much and felt a bit shy at first but you made it all so easy to relax and get on with everyone."*

*"Learning about rights really helped me stand up for myself."*

*"Arts and crafts helped me build my confidence. I liked it so much I now go to an arts course on a Tuesday in my local community centre."*

*"Men's health day gave me advice and made me realise the importance of going to my GP. I've now been to get checked out."*

*"I look forward to coming to GDA courses so much as it's my only connection to the wider community."*



# Making Learning Accessible

By connecting disabled people with learning providers across Glasgow, we create opportunities for disabled people and partner organisations to learn from each other.

By providing support and ensuring accessibility, GDA enables disabled people to take up new opportunities; partners gain confidence working with disabled people; and learning provision across the city becomes more accessible for all!

## CSI Glasgow

Glasgow Science Centre worked with us to make their Forensic Science taster days fully accessible.

GDA members learned real-life forensic methods: using fingerprinting, DNA and photo evidence they examined a crime scene, analysed evidence in the 'lab', and presented it in 'court' to seek a verdict. Accessible CSI has been one of our most popular programmes this year!



## Puppetry

Group after group of GDA members crammed in to the tiny theatre space of the Scottish Mask & Puppet Centre, to a warm welcome from friendly staff willing to make learning accessible.

*"I really wasn't sure what to expect, but this was one of the most interesting courses I've done. History and creativity, and a bit of performance. I'd love to go back!"* Donald, 42.



## Cycling for all!

GDA members have felt the wind in their hair cycling around Glasgow Green through our Accessible Cycling courses at Freewheel North. Many people had never cycled in their lives, but with a full range of adapted bikes, everyone could have a go – making these some of the most oversubscribed sessions we ran this year!

*"I rarely get out of my wheelchair so being able to ride around the track on an adapted bike was amazing, so free and happy scooting around!"* Rhia, 51.



# Support to Move Forward

Following our shorter courses many disabled people went on to join one of the 19 longer, in-depth programmes we ran this year.

GDA supports people to progress their goals, through coaching and links to other organisations and opportunities – not to mention the lasting connections, networks and peer support which build through our events.

**Our longer-term programmes include:**

## SQA Employability

12 disabled people achieved this qualification after 2 months of training in job searching, CVs, applications, interview skills, plus additional coaching on disability equality in the workplace, disclosing your disability, applying to Access to Work, and visits to employers like the BBC and Skills Development Scotland.

*"I feel more confident now about negotiating the support I need in the workplace. I realised I have lots to offer an employer" Ash, 48.*



## Circle: for young disabled people

'Circle' brings young disabled people together to explore independence, choice, control, rights, risks, leadership and identity. Creative methods make sure everyone takes part. The young people have fun, build new friendships, setting goals and personal action plans. Many take learning further through other GDA groups and beyond.

*"CIRCLE was brilliant. I was really shy but I made loads of new friends. I felt safe to push my comfort zone and by the end of the week I was getting up to speak in front of people." Zak, 17.*



## Outdoor Adventures at Urban Roots!

Disabled people braved the elements to explore the wilderness of Toryglen, learning outdoor survival skills like building dens and foraging for food. Facing new challenges and taking risks - sawing logs and campfire cooking - unlocked new talents and interests. As one of our most popular courses, it shows disabled people want to be adventurous, with the right support!

*"As a wheelchair user I never thought I'd be rambling in the woods, never mind building fires and cooking outdoors. It was a revelation and I felt like my old self again!" Jay, 38.*





# Learning in the community

GDA's STAR clubs continued to thrive this year, bringing together older disabled people in their local communities, through 'lunch, learning and a laugh!'.

By working with housing providers and community centres, GDA connects and supports older people to tackle isolation and access information and services. But we don't stop there. The 'GDA way' supports older people to self-organise: to take control of their club with support to form a committee, set up bank accounts and apply for their own funding.

STAR Clubs come together to learn from each other, and members have said: "These connections keep you going – they give you something to look forward to".

## STAR Club Learning

- Armchair exercise
- Arts and crafts
- Committee skills
- Community links
- Confidence booster
- Fire Safety
- Healthy Eating
- Home Safety
- I-Pads
- Laughter yoga
- Music and dance
- Relaxation & aromatherapy
- Trips out and about



## STAR Facts

- ★ 14 Community Star Clubs supported
- ★ 163 days of learning provided
- ★ 280+ older people supported
- ★ Age range 60 to 103
- ★ 100% satisfaction rate from members

*"My wife looked after me so I was totally lost when she died. Now I've got a focus, people around me – and I'm learning skills I need now for looking after myself, like cooking and being more organised."* **Sandy, 77.**

*"Being on the committee and helping run the club – it gives me a purpose. Since I retired I'd stopped using my brain and this course empowered me to take back control of my life."* **Shari, 68.**

*"My family are relieved I'm getting out and about and keeping active. Getting involved in the committee makes you feel useful– like I have value. I've not felt that for a long time."* **Ada, 87.**



# Future Visions: choice, control & independent living

Through the Scottish Government's Self-Directed Support Strategy Fund, our Future Visions project enables disabled people to gain more choice and control in their lives and explore the difference this can make.

By sharing the project learning with partners, local authorities and the Scottish Government we aim to improve support and services, so that disabled people can lead Independent lives - with support and choices, like any other citizen.

## Future Visions Project aims:

1. To increase knowledge about independent living and Self Directed Support.
2. To build skills, confidence, and personal capacity so that disabled people can make informed choices about the support they need to live independent lives.
3. To enable public partners to hear directly from disabled people about the barriers they face and to work together to develop solutions.



## Future Visions has 6 elements:

- **Inform the Vision:** telling people about independent living and SDS.
- **Coaching the Vision:** support to explore and develop personal goals.
- **Explore the Vision:** getting support to achieve your personal action plan.
- **Champion the Vision:** learning skills to share your story.
- **Sharing the Vision:** sharing learning with partners and the public about IL.
- **Coproducing the Vision:** working with partners to shape policy and practice.

*"Coaching pushed me to open up: I wanted to get a job, get married and deal with my anger and frustration. Future Visions supported me to get a personal trainer. I've got fitter. I've gained confidence and found a volunteer job. I've also done SQA training."*  
**Adnan, 23.**

*"Future Visions helped me start my life again and take back control. Future Visions put support in place for me so I can control my destiny and feel more in charge."*  
**Viv, 40.**

## Personal Journey: Margo, 58.

I was bored, lonely and the only people I saw during the day when my husband was at work were the home carers a few minutes a day. I had nothing to look forward to, nothing to talk about and felt old beyond my years.



My husband happened to meet someone who worked for GDA, who passed on information and we called up the very next day. Since that moment my life was transformed! Future Visions gave me access to learning, goal setting tools and the confidence to try new things - I'm now singing in a local choir!

**Meeting others in the same boat, making new friends and making plans has raised my self-esteem, made me more assertive and increased my ability to speak out, challenge poor services and take charge of my life and the support I need.**

## Personal Journey: Connor, 16.

I was having a really hard time at school, which made me anxious and depressed. I did a few courses with GDA and then was accepted onto Future Visions. Getting the right support, like a PA to help me plan and achieve my goals has been amazing.

Future Visions enabled me to explore different options. I've met loads of new people of all ages and we're like a team, working together and supporting one another. I've even given a talk to others about my experiences! **I've totally increased my confidence and I'm out and about again. I feel I have more power and control over my future.**



## Personal Journey: Karen, 33.

I was feeling very depressed, lonely and totally isolated. I reached out to GDA via Facebook. After a few online conversations and a phone call, I went along to an event, quite terrified and not knowing what to expect.



I was emotional and tearful but I spoke up, told my story and above all, felt completely supported. I attended some courses to help my self-confidence, and then got a place on Future Visions which vastly increased my positivity, motivation and goal setting abilities. 1-2-1 coaching took me to the next level and the support to put my personal action plan into place, was what I needed to move forward in my life.

I am now able to go out on my own again, I have written a book and I have started an Honours degree in Social Science. 6 months ago, I never thought I would have been doing any of these things. **Future Visions has given me my confidence back and the tools to start my life again!**



# Tackling isolation and loneliness

The value of social connections, for disabled people and for society – cannot be overestimated. That's why GDA exists – to bring disabled people together.

Research shows that loneliness is just as harmful to health as lifelong smoking. The Scottish Government sees Social Isolation as a public health concern leading to inequality and poor health and life outcomes. Friendships keep us happier, in better health and increase our ability to cope when things go wrong.

That's why supporting disabled people to make connections is a vital element of GDA's work.

Many disabled people tell us they often go for days on end without seeing or speaking to anyone. In fact 90% of GDA members tell us they were extremely lonely when they joined due to lack of support, inaccessible transport, lack of opportunities, poor access and lack of money.

More than half of disabled people of working age are unemployed and also experience isolation and loneliness. Many would love to be studying, training, volunteering or working, but this so often seems like an impossible dream.



*"I can face the evening alone now, that I've been out and been around people." Mary, 87.*

*"When you're trapped in the house staring at four walls with only the TV for company, you mentally disintegrate." Alan, 49.*

*"When I left school I lost all my friends as they lived too far away. I hardly go out now except with my mum." Jane, 24.*





## Outreach in the Community: Supermarket Café Pilot

This year GDA worked in partnership with two supermarkets to bring our support right into the heart of the local community. At our “Coffee and Chat” days GDA brought people together for company, support and to try out fun taster sessions. Store staff helped by identifying and encouraging people to come along and putting up posters.

Both days were a great success and were well attended, with many people going on to become active GDA members. The store staff were very pleased to support this initiative and told us they felt more confident and in a better position to spot disabled and older people who may require a bit of support.

*“It’s great to see our customers chatting and interacting. We feel sorry for a few of the ones we see regularly so it’s great to know we can signpost them to GDA for support and things to do. That would make us feel like we’re actually doing something to help. It’s been an eye opener finding out what’s available.”* **Supermarket Store Manager.**

### Case Study:

Hugh, aged 78, had been spotted by the supermarket staff who were very concerned for his welfare, but didn’t know how to help him. He attended the GDA “Coffee and Chat” day, barely able to walk a few steps and in obvious pain. On striking up a discussion, he disclosed that he had badly ingrown / overgrown toenails he was unable to deal with himself: the NHS no longer provide nail cutting services and Hugh gets no services or personal care. He is also isolated with no family support.

The severe pain was increasing his isolation and he was incredibly lonely. Hugh reported that the café near his house was the only place he could manage out to – he had no support to go anywhere else.

Luckily GDA happened to be running a “Happy Feet” day and invited him along, providing a taxi to bring him. He met others and made new friends, but more importantly, he received a free chiropody session to relieve his pain. He literally danced out of the building at the end of the day!

*“I’m on my own and since my wife died I’m awfully lonely. I’m so glad I saw the GDA leaflet and went along. I met lovely people. I’m looking forward to coming back again.”* **Hugh, 78.**



# Engaging and supporting young disabled people

Young disabled people can be isolated and experience more social exclusion than generally recognised. Many have no friends they can meet up with outside of school or college – and some are not even at school or college.

Young members tell us there are few opportunities to ‘hang out’ with friends or make friends in the first place. They are very often completely isolated during holiday periods due to lack of accessible and affordable activities for teenagers / young people and this is magnified by the fact that they often go to school outwith their local communities.

With this in mind, GDA run activities during academic holidays: not surprisingly, these are always well attended and encourage young people to explore local facilities.

Activities are free, fun and have lots of support built in. We provide safe spaces for young people to make friends and build connections. Sessions range from art, music, drama, to sporting activities, to health and wellbeing and rights-based campaigning workshops.



*"I actually look forward to the holidays so I can see all my GDA pals. During term time I have no friends. I get so bored and lonely."*  
**Ayesha, 17.**

*"The event today was brilliant! It was so much fun to meet people my own age and do something interesting rather than just sit about the house. There's nothing I can do in my area as it's not accessible and I get bullied."*  
**Jo, 16.**

*"I've not been out of the house much over the past 6 years. My confidence and self-esteem are very low. I have no friends and I'm so lonely. Just seeing people around me having fun was amazing, I can't wait to come back."*  
**Margaret, 22.**





# Voices of Young Disabled People: Speaking Up, Speaking Out

Our programmes for young people include learning around human rights, speaking up and speaking out. As they gain confidence and skills young people are keen to quickly get involved in work to improve their lives and wider society.

We have willing participants eager to take part in all sorts of events to have their say, contribute ideas and work with decision makers to improve services for young disabled people!

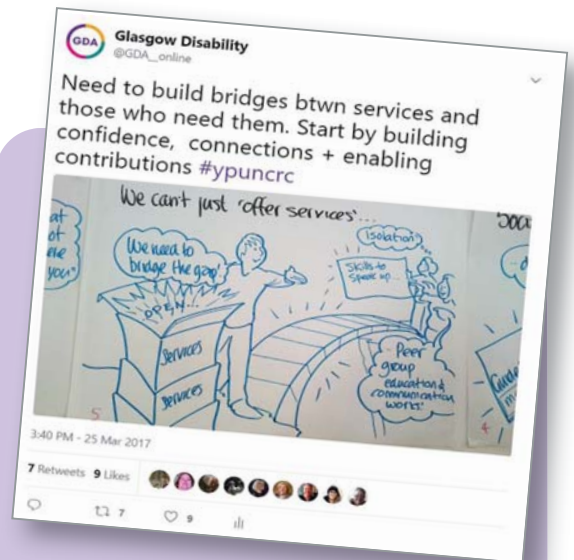
Here are just a few of this year's highlights:



30 young people received training on telling their story and how to support others to speak up.



24 young people shared experiences and views with the Scottish Government.



16 young people contributed to the UNCRRC report on Human Rights of Children and Young People, supported by GDA and Article 12 in Scotland.



65 young people took part in a Youth Commission event with Glasgow City Council about the development of a Youth Strategy for the city.





GDA is like a family – we support each other.

Information is knowledge and knowledge is power – GDA gives us that.







I am much more able to speak out to represent myself and other disabled people.

I see myself as a community activist and this is our community.





# Information and communication

We all know that knowledge means power, but many disabled people are denied power due to lack of accessible information and learning.

At GDA we do all we can to make it easier for disabled people to access all of our activities. This means we provide a range of solutions to the barriers disabled people often face so they can participate on an equal basis.

## Accessible learning and events

- ✓ Free to attend.
- ✓ Accessible venues.
- ✓ Transport & personal assistants.
- ✓ Accessible communication and support.
- ✓ Personal contact to make arrangements.
- ✓ Refreshments & lunch.
- ✓ Access equipment if required.
- ✓ Multiple ways to take part.
- ✓ Timings to suit needs.
- ✓ Peer support and facilitation.
- ✓ Briefing papers to explain issues.



## Accessible information

All GDA information is available in multiple formats:

- ✓ Info in MP3, Braille, electronic, plain text, large print.
- ✓ Easy Read, face to face and phone information.
- ✓ BSL and note takers at events.
- ✓ All GDA films are BSL signed and subtitled.



# New look for GDA!

On 7th December 2016, we relaunched GDA with a fresh new look, which includes a vibrant colour palette, logo, new strapline and new website. The 'rebrand' process was funded by a development grant from the Big Lottery to enable us to more effectively promote GDA across wider audiences.

We worked closely with GDA members and partners to develop ideas and bring these together. The result is a more accessible, useful and interactive set of tools to improve our communications.

If you haven't already - please check out our website [www.gda.scot](http://www.gda.scot)



**Glasgow Disability Alliance**  
Confident Connected Contributing



## GDA on Social Media

GDA staff and Drivers for Change have completed training to share news and information via Facebook and Twitter. Sample tweets throughout this report! Follow us @GDA\_\_online



## Fast Facts

- **3600+** on postal mailing list
- **8** newsletters
- **5** information booklets
- **12** e-bulletins
- **300** website updates
- **Daily** social media updates
- **1800+** Facebook likes
- **3000** Twitter followers
- **24+** info events
- **50+** info stalls by partners
- **15+** media articles/ appearances
- **4000+** incoming calls
- **4** films produced





# Community Empowerment: Peer support & capacity building

Communities need support and capacity building to take advantage of opportunities to influence the things that matter most to them.

Disabled people are frequently voiceless and powerless over decisions about their own lives and unable to self-organise due to barriers such as transport, lack of personal support and inaccessible buildings. Many disabled people do not automatically have their rights.



*"By meeting others in the same boat, you realise you're not alone and you can support each other. Through talking and debating it all, I've learned so much and feel more in control." Susan, 32.*

Access to information, self-advocacy, learning and capacity building has strengthened and sustained GDA members. Above all, peer support has shored people up as no-one better understands disabled people than disabled people themselves.

Understanding rights has also been critical and GDA members have explored the Community Empowerment Act and its potential to help disabled people to participate alongside other communities. During 2016-17, GDA supported over 1000 disabled people to connect with each other through learning and over 1200 were supported to attend events. GDA's participatory approaches build trust, share understanding and encourage discussion and debate. This results in increased knowledge and a higher level of "critical thinking" so that disabled people better understand the interplay of barriers in their lives. In turn, they can recognise their skills and strengths, take their own decisions, plan actions and work together and with others towards solutions.

*"GDA is an inspirational example of a community of interest where disabled people are given the chance to help other disabled people to be more resilient... exploring their circumstances, identifying solutions and planning actions to be in control of their own lives... Members become active participants in the policy making decisions which affect their lives to persuade those in power to do things differently, to listen to disabled people's voices and in turn, to improve better policies and services."*

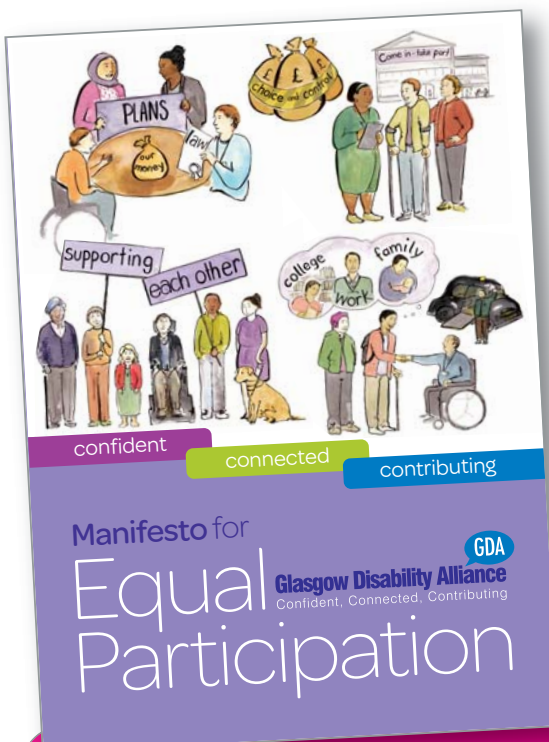
Assist Social Capital, 2016.



# 2016 Manifesto Launch and Question Time Hustings

GDA launched our Manifesto for Equal Participation on 25th April 2016, supported by 100+ GDA "Purple Power" members at Glasgow's landmark People's Palace.

The Manifesto came in the context of major cuts to welfare benefits, vital services and rights which disabled people need to live an ordinary life. The event was in advance of a Question Time style Hustings attended by almost all of the major political parties and 300+ GDA members.



The Manifesto called for disabled people's rights to become reality and included:

- 1 Coproduce actions to make rights reality: disabled people to coproduce the new social security system.
- 2 Protect social care funding and abolish community care charges.
- 3 Invest in disabled people led organisations providing peer support and social connections.
- 4 Support programmes which enable disabled people to make contributions to volunteer, learn and work.



*"When you're treated like a benefit scrounger, it undermines confidence and erodes self-esteem. GDA is the starting point for many disabled people as it gives us a voice and connects us to information and power. We have the right to be treated with dignity and respect – I want to contribute and be part of my Community." Chris GDA DfC, 50.*

# Purple Poncho Players: Inspiring Change

## PPPs at the Scottish Parliament

GDA's Purple Poncho Players took their compelling performance to the Scottish Parliament on 30th November 2016, at the invitation of Minister Jeane Freeman who first saw them perform a few months previously.

The Performance comprises a series of poetry, sketches and songs which depict the lives of disabled people in an entertaining but thought-provoking way.

Around 80 people witnessed the show including MSPs, Civil Servants, partner organisations and invited guests.

Feedback demonstrated that the hard-hitting performance had provoked strong reactions and inspired both support and planned actions.



*"It was a fantastic, uplifting evening, both watching the players get their powerful messages across and in terms of the support there was from so many MSPs and the audience."*  
**CEO Third Sector organisation**



*"The purpose of the PPPs performances is to persuade those in power to do things differently so the focus is strongly on using the performances to reach audiences in a way that will impact on policy."*  
**Assist Social Capital 2016**



*"A remarkable display by Purple Poncho Players of not only their skills and talents, but their understanding and appreciation of what life is like for so many of you here in Glasgow and across the country... I'm very clear that promoting and supporting the rights of disabled people is not an add on... It should be central to our work on equalities and our thinking..."*  
**Minister Jeane Freeman 2016**



# Awareness and Action on Hate Crime

GDA were a partner in the Glasgow Hate Crime Action Group which planned Hate Crime Awareness Week 2016. The PPPs opened the event at the CCA performing new sketches with a keynote input from our CEO. An audience of 170 included elected members, public sector, third sector and young people from Glasgow schools.

*"We didn't know we were being bullied, we didn't know what hate crime was – we thought that was just real life."* as sung by the Purple Poncho Players in their tongue in cheek song, "Benefit Scroungers".

Following this event, the Hate Crime Action Group asked GDA to hold a consultation event and a Report with findings and recommendations was produced in early 2017.

*"Fab event with the wonderful PPPs. I was genuinely blown away by the performance. Proud to sign up to the Hate Crime Pledge."* Johann Lamont MSP





# Empowerment in Action: GDA Drivers for Change

Drivers for Change Network share their lived experiences to influence decision makers, and support other disabled people to have their voices heard too.

Last year GDA supported over 100 Drivers for Change to speak out and share their expertise and ideas for tackling barriers, improving attitudes, policies and services.

## Capacity Building

To build trust and confidence, raise consciousness, challenge inequality and plan actions to improve lives, Drivers undertook an intensive programme of over 30 development sessions this year. These built capacity, skills and voices.

### This included:

- Campaign Workshops
- Disability Benefits
- ESA Have your Say
- Facilitator Training
- GCC Budget Briefing and meetings
- Green Paper Briefing and Report
- Hate Crime Consultation & Report
- I-pad Training
- Job Centre Closures
- Learning Skills
- Manifesto Planning for Scottish Parliament elections
- Mystery Visitors
- Scottish Social Security
- Self-Directed Support
- Social Media and Blogging
- Storytelling
- They Work for You
- Use Your Vote



*"The introduction to others  
"in the same boat" is liberating and not only  
offers connections and personal growth, it  
can also raise critical consciousness,  
moving the individual's "private or personal  
troubles" into the realm of "public issues"  
and "public policy." ASC 2016*





*"I wasn't expecting the training to be so challenging, but it was great fun and I learned so much. I realised that I often take over the discussions and I was challenged to say less and listen more! I was delighted to put the training into practise at the consultation and help other disabled people to have their voice heard." DfC Member*

## Peer Facilitators

Eager to play their part in helping others speak out and have their views heard, the Drivers for Change undertook an intensive Facilitation Skills course ahead of GDA's Social Security Consultation event on 1st September 2016 – with an expected 400 GDA members attending!

25 Drivers for Change members signed up to 3 in-depth training days to build skills for active listening and facilitation. Looking in-depth at theory and practice behind managing group dynamics, and techniques to ensure everyone has the chance to be heard, the Drivers felt equipped to take on the challenge of facilitating a potentially heated discussion about Social Security benefits.

Additional briefing sessions focused on increasing knowledge and confidence around the particular issues related to the Scottish Government social security consultation.

The Drivers for Change facilitated a wide-ranging and impassioned discussion, alongside GDA staff, PAs and staff from other agencies, including the Scottish Government: a prime example of GDA "doing with" members rather than "doing to". With wider numbers witnessing these excellent role models, many more members sought to become Drivers for Change.

Supporting our facilitators to debrief, reflect and acknowledge their key contribution, the group was eager to take up more opportunities to support wider discussions on a whole range of topics, and to enable their fellow GDA members to feel supported and encouraged to participate and be heard.

*Social security briefing* ►

**Scotland is getting new social security powers including powers over disability benefits**

**Glasgow Disability Alliance**  
Confident, Connected, Contributing

This means we have a chance to make positive changes over the benefits that are being devolved, and tackle a lot of the hardship caused by years of Westminster's Welfare Reforms.

**The Scottish Government wants to work with disabled people and our organisations to co-produce a fairer system, founded on Dignity, Respect, Fairness and advancing Equality.**

**Contribute your voice! Share your experiences and expertise.**

GDA members have spoken out as Westminster's welfare cuts hit disabled people harder than any other group in society. From protest marches; to sharing our lived experience to show the impact the cuts have on our lives and our rights: GDA has always spoken out to defend our rights and entitlements.

**Now is our chance to help build a fairer system for Scotland.**

**What do we mean by 'disability benefits'?**

**The Scottish Government is gaining powers over:**

- **DLA – Disability Living Allowance**  
Since 1992 DLA has helped disabled people cover the extra costs of living with an impairment or long-term condition. Westminster is gradually replacing DLA with PIP, for over 16s - also devolved to Scotland.
- **PIP – Personal Independence Payments**  
Changes to criteria, reduced eligibility, no lifetime awards meaning regular reassessments
- **AA – Attendance Allowance** for people aged 65 or over who have personal care needs. This helps cover care costs but unlike DLA/PIP, it has no mobility aspect.

**Also being devolved to Scotland:**

- **Severe Disablement** – closed to new applicants
- **Industrial injuries disablement benefit**
- **Carers' Allowance** – increasing to same level as JSA
- **Discretionary housing payment**
- **Cold Weather and Winter fuel payments**
- **Some flexibility on Universal Credit** i.e. fortnightly payments, payments direct to social landlords.

**All this adds up to only 15% of Scotland's welfare spend.**

**Other benefits affecting disabled people which are NOT being devolved:**

- Universal Credit, replacing:
  - Job seekers Allowance (JSA)
  - Employment Support Allowance (ESA)
  - Working Tax Credits
  - Child Tax Credits
  - Housing Benefit
- State Pension
- Pension Credit
- Child Benefit
- Maternity and Paternity

These will still be controlled by the UK government.

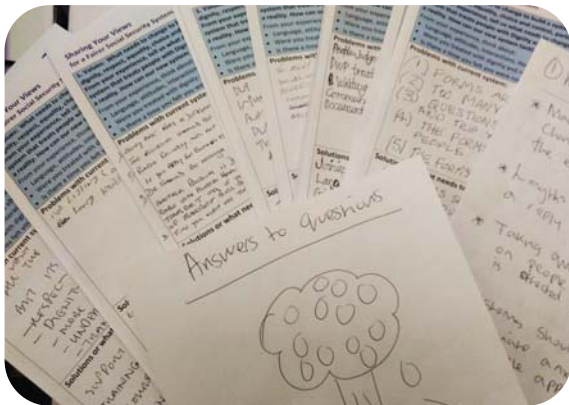
We will build a system which works smoothly with this.



# Social Security: Conversations for Change

400 disabled Glaswegians met with Scottish Government Minister for Social Security, Jeane Freeman in Glasgow in September 2016 to share experiences of Westminster's Welfare Reforms and advise on building a Fairer Social Security System for Scotland.

*"Disabled people's rights are human rights and are central to our collective aims for Equality in Scotland... securing rights is central to unlocking disabled people's potential. This is our chance to get it right from day one and believe me – we are listening."* Jeane Freeman.



GDA's "Conversations for Change" event, sponsored by the Scottish Government, aimed to ensure disabled Glaswegians voices are heard in shaping the new social security bill and creating a system based on dignity, respect and fairness. With real coproduction on the agenda, GDA members were eager to be part of the opportunity we now have in Scotland to do things differently.

**Advancing equality in Scotland was high amongst priorities captured by GDA Peer Facilitators as well as GDA and Scottish Government Staff.**

**Disabled people:**

- Welcomed being actively involved & support Scottish Government commitment to invest in disabled people and DPOs to coproduce a fairer system.
- Supported principles of dignity, respect, fairness & tackling inequality.
- Endorsed social security as an investment in Scotland's people.
- Call for a system which promotes entitlement & is underpinned by human rights.
- Call for an end to target driven assessments & financial incentives.
- Call for fewer face to face assessments and end degrading treatment.
- Ask to be believed as experts of their own lives and circumstances.
- Call for accessible information, advocacy and support to apply for benefits, appeal and have rights upheld.
- Call for lifetime or long term awards to be upheld and reinstated.
- Call for a positive image campaign about disabled people's contributions to mitigate stigma, prejudice and hate crime.





Following the Conference, GDA continued to involve GDA Voices. Our Drivers for Change Network had a series of meetings culminating with an event at the end of March where a report was produced for the Scottish Government.

The Report captures key points around lived experience, extra costs, eligibility,

mobility component, long term awards, assessment, evidence and data sharing. A film was also made contributing to GDA's feedback.

GDA Members pictured below at launch of Experience Panels in March 2017: the aim is to involve thousands of disabled people and carers in producing the new system.

*"These Panels are a chance to take the next step in building a system which puts right some of the wrongs and treats people better. By contributing our voices, experiences and solutions, we can work together to create a better system for Scotland." Susan, 46.*



Isla McIntosh, GDA, giving evidence to Scottish Parliament Social Security Committee.

# Volunteering for Change

## Social Reporters at World Congress

GDA Chief Executive Tressa Burke presented a keynote speech to over 1000 delegates, sharing learning at the Rehab International World Congress in Oct 2016.

This prestigious event involves an international audience of thousands over 3 days beginning with an opening address by HRH the Princess Royal and keynote speech by the UK Minister for Disabled People. Inclusion Scotland secured 50 free places for Scottish disabled people and GDA supported 12 Drivers for Change members to participate in the main conference sessions and interactive workshops.

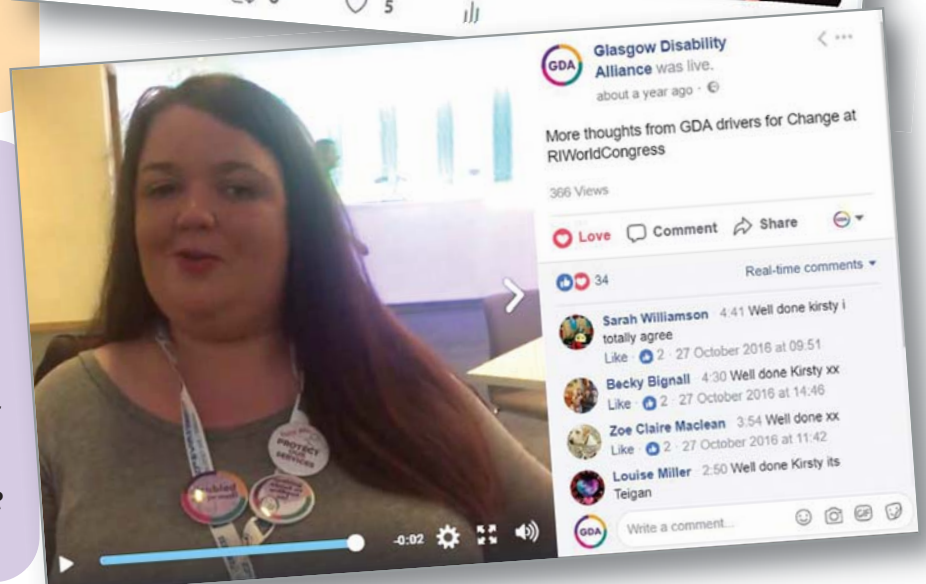
GDA members were social reporters on the day, recording video diaries and interviewing guests about their experiences, including some of the event organisers. They were keen to challenge initial omission of disabled people and Scottish organisations in planning which was later overturned by Inclusion Scotland.

All who attended said it was a chance to push their personal boundaries and 'comfort zones' and relished the chance to meet others from across the world.

You can listen to and watch the interviews on our Facebook page.

*"It was the best thing I've ever been involved in. I used to be very shy but I felt my confidence and voice grow as the days went on. I can't believe I was going up to strangers and asking them for comments, or telling disabled people about GDA. It feels so good to be giving something back."* Gemma, 36.

*"I was angry at the initial lack of disabled people's involvement especially when you see what GDA does and what's possible. Now I'm involved and getting support to have my voice heard – GDA involves us and makes sure that ordinary disabled people are heard."* Idrees, 27.





# Multiple barriers

Members who identify as Disabled and LGBTi+ were supported to run information stalls and lead workshops for other disabled LGBTi+ people, in partnership with the Equality Network, LGBT Youth Scotland and Free Pride. This work has led to us setting up an ongoing support network, facilitated by LGBTi+ GDA members.

	2.00PM	2.30PM	3.00PM	3.30PM	4.00PM	4.30PM	5.00PM	5.30PM	6.00PM	6.30PM	7.00PM	7.30PM
CCA CLUBROOM										LGBT UNITY TALK		
CCA CINEMA		FEARLESS DOMESTIC VIOLENCE TALK			WESTGAP TALK			BI CULTURE PANEL DISCUSSION				CODING WORKSHOP WITH CODE YOUR FUTURE
ART SCHOOL PROJECT SPACE			ZINE MAKING WORKSHOP		HERBALISM WORKSHOP							SEX WORKER ADVOCACY AND RESISTANCE MOVEMENT TALK
ART SCHOOL ASSEMBLY HALL				LGBT AGE - COFFEE POSSE POP UP								

STALLS INCLUDING: LGBT HEALTH & WELLBEING, SEX WORKER ADVOCACY AND RESISTANCE MOVEMENT, SCOTTISH TRANSGENDER ALLIANCE, RAPE CRISIS, LGBT YOUTH, TERRENCE HIGGINS TRUST, METROPOLITAN COMMUNITY CHURCH, TAROT READING + MORE!

ARTS + CRAFTS ACTIVITIES ARE AVAILABLE IN THE PROJECT SPACE THROUGHOUT THE DAY. A QUIET SPACE IS AVAILABLE ALL DAY FOR ANYONE WHO NEEDS A BREAK FROM THE EVENT.

*“Some people face multiple barriers and find it hard to disclose all of these in any one place. Setting up a group will offer a safe space to explore identity, barriers and support available. Most importantly, we’ll meet people “in the same boat” and support each other.” Kim, 28.*



In February, GDA were delighted to be one of the first organisations to be recognised for their work to help deliver Glasgow's Volunteering Charter and to receive our Charter Mark from Volunteer Glasgow.

25 disabled people were trained by GDA and Glasgow Life to become Mystery Visitors, who undertake customer service and access audits of GL venues. We worked closely with GL to make the training and ongoing MV programme accessible, which includes all access costs being met by Glasgow Life to enable disabled people to fully participate.



Drivers for Change members volunteer their time and expertise representing GDA and disabled people. For example, by getting involved in the launch of the Scottish Government's Experience Panels for social security.



# Nothing about us, without us

The lived experience of disabled people must be valued and their voices must contribute to driving forward changes to systems and processes that improve lives. We firmly believe that to bring about real change for disabled people, planners and decision makers must be willing to change the conversation, change the methods and change the way people contribute their expertise. In essence, coproduction in its purest form.

At GDA we know this is not easy, which is why we build mutually supportive relationships with a range of partners and create accessible opportunities for disabled people and partners to work together. It's been a busy year for us – here are just a few highlights!

## Health & Social Care Integration

GDA have continued to gather disabled people's experiences of Self Directed Support which featured highly in our Manifesto for Equal Participation.

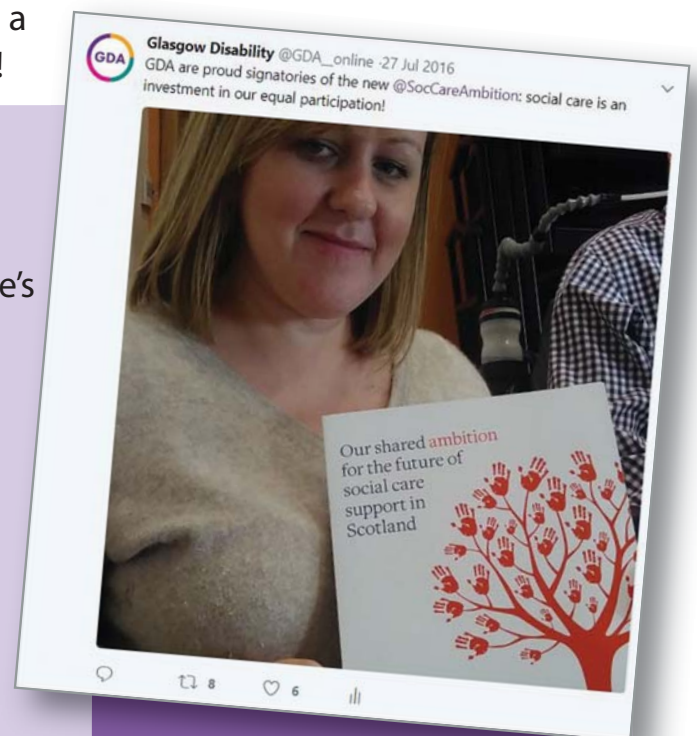
Our Future Visions project continued to share information and learning about what disabled people need to have more choices and more control.

We took part in various National Working Groups around SDS and contributed the voices of members to discourse and planning for future social care.

We fed disabled people's voices into an action plan for the North East locality for the North East HSCP and have seen some of these actions implemented.

GDA was part of a coalition of 16 disabled people's organisations and allies, led by Independent Living in Scotland (ILiS) which produced a Shared Ambition for the Future of Social Care.

This demands more investment in social care as part of the fundamental infrastructure of human rights which can deliver independent living.



## Partnership working: Fast Facts

- **100+** partnerships
- **25** intensive partnerships
- **26** events with partners
- **800+** disabled people brought together with services
- **12** e-bulletins
- **1500+** e-bulletin subscribers
- **6** PPP performances



# Glasgow Health & Inequality Commission

To address health inequalities in Glasgow, a special Commission was set up to examine mental health inequalities. An obvious visit was to GDA who have thousands of members affected.

35 members were supported to share their stories and experiences to inform commissioners about disabled people's mental health issues, the barriers they face accessing services and possible solutions. We also supported a disabled man to participate in a case study film highlighting his experiences.



*"We were aware the meeting might have been upsetting and sensitive but were impressed with GDA's facilitation on the day and with members readiness and capacity to share intimate issues and as importantly, their ideas about how services can improve." Commissioner.*

## Glasgow City Council: Housing Strategy



During a workshop GDA fed disabled people's views into Glasgow's Housing Strategy: members protested that the Council has left out their previous commitment to ensure that 10% of new build houses are barrier-free.

Speaking out about the dire lack of accessible housing for disabled Glaswegians, GDA members convinced the Council to renew their commitment to the quota – a direct result of the voices of disabled people being heard!

## Glasgow City Council Equality Outcomes

GDA members took part in an in-depth consultation meeting to enable us to provide feedback on proposed Equality Outcomes for 2017-21.

Disabled people noted gaps, barriers and developed solutions. GDA members key recommendations were:

- Understand Independent Living in its widest sense.
- Participation of disabled people – with support from GDA.
- Remove charging for community care and blue badges.
- Develop and implement an Accessible Glasgow strategy.
- Increase disabled employees, including at senior levels.
- Greater emphasis on Disability Equality across all GCC services.



# Financial Report 2016-2017

**GDA has been privileged to maintain income with a slight increase in funding during 2016-17 at a time of austerity and cuts: income totalled £849,464 demonstrating both incredibly hard work done by GDA and continued confidence in investing in us, during challenging times.**

Funds have been gratefully received from Big Lottery, Glasgow City Council, Scottish Government and Glasgow Health & Social Care Transformation Fund. These have enabled us to provide our much needed programmes to lift disabled people from isolation, bring them together with others in the same boat and build skills, strengths and capacity to bring about changes in their own lives and beyond.



GDA has rigid protocols in place for financial management including policies for Delegated Authorities, Reserves and managing Risk through a Risk Register. Regular budget and resources meetings as well as Board reporting and sub group scrutiny, ensure review at various levels.

A Financial Statement is presented opposite and full Audited Accounts are available on request. These comply with SORP (regulations for statement of recommended practice for charities).

GDA has continued to work hard to make sure that disabled people benefit most from our projects and programmes. Almost all GDA staff engage in direct delivery of programmes and support for disabled people from the CEO keeping connected with members to our admin staff organising learning and events and arranging access so that disabled people have the necessary support to participate. GDA premises are also used for direct delivery of programmes.

Expenditure totalled £849,464 in 2016-17 and analysis shows much greater

weighting to direct delivery at 77% compared with 23% on infrastructure/overheads. This is based on apportioning staff delivery time, premises for direct delivery and admin costs which contribute to delivery such as postage for communicating with members.

GDA provides a fabulous return on investment: 1060 individual participants took part in 5381 learning opportunities, and unit costs were **£147.98** per learning opportunity.

This year, as part of our commitment to diversifying income, GDA generated 2% of funding through partnership working, donations and consultancy to increase income and broaden our funding base. Generous donations were received from members and families. In the coming year, GDA will strive to secure ongoing investment for our programmes and supports so that we can reach even more disabled people.

**Morag MacKay, Treasurer**



# Financial Statements

## Income & Expenditure Statement

1st April 2016 to 31st March 2017

### Income

£

Big Lottery Pathways for Change (Restricted Funds)	315,274
Other – Partnership Working (Restricted Funds)	14,824
GCC – IGF (Restricted Funds)	74,000
Health & Social Care – Glasgow Third Sector Transformation Fund	48,496
Scottish Government – Self Directed Support (Restricted Funds)	117,694
Scottish Government – Mitigating Welfare Reform (Restricted)	38,760
Scottish Government – People & Communities (Restricted Funds)	123,500
Scottish Government – Equality Fund (Restricted Funds)	50,000
Scottish Government – Social Security Coproduction (Restricted Funds)	50,000
Refunds	70
Income generated	16,846
<b>Total</b>	<b>£849,464</b>

### Expenditure

Staffing	353,208
Premises & Overheads	65,251
Access Facilitation	115,729
Programme Costs	221,093
Governance & Legal	4,501
Big Lottery – Development	30,004
Capital	0
Sundries	4,034
Depreciation	2,477
<b>Total</b>	<b>£796,298</b>

Net Income (expenditure)

£53,166

# Future Plans

Until root causes of poverty and inequality are truly overturned, disabled people will need ongoing support to build confidence, make connections and be supported to contribute. GDA is ambitious about continuing to grow our diverse community, built on peer support, trust and a sense of belonging. We face the future, excited about opportunities being developed.

We will continue to build disabled people's capacity to contribute voices and lived experiences, and work with others to improve policies, services and decisions which affect our lives.

## In particular GDA will:

- Support disabled people to participate in democracy and build voices e.g. the 2017 Local Elections.
- Build relationships with Glasgow's administration post May 2017, influencing commitments to deliver equality and human rights for disabled people.
- Develop our identity and brand around "National Profile: Local Delivery" contributing at both levels.
- Bring alive policies in the lives of disabled people and shape new policies and initiatives.
- Coproduce devolved Social Security powers in Scotland, embedding dignified and respectful processes in legislation & systems: including involvement in the Social Security Minister's new **Disability And Carers Expert Advisory Group**.

- Work with Scottish Government and partners to rollout actions for a Fairer Scotland for Disabled People.
- Collaborate with Glasgow City Council and partners to plan and implement actions for a Fairer, more accessible Glasgow for disabled people.  
**Specifically, we will:**
  - Build understanding of disabled people's barriers and human rights, as a "community of interest".
  - Work together for solutions, building consensus for change.
  - Plan and implement actions to improve lives and achieve independent living particularly through: social care, social participation, learning and education, employability, housing.
- **Specific initiatives already underway:**
  - Intersectional approaches.
  - 2018 Year of Young People.
  - 2018 European Championships.
  - Quality Standards for employability.
  - Health & Social Care Involvement.
  - Accessible Glasgow and City Deal.
  - Films & reports to share learning.
  - Organisational sustainability.

GDA looks forward to working as part of willing coalitions – members, partners and allies – towards a vision where disabled people gain our human rights and can participate in our lives, communities and wider society with the support we need to make our vital contributions.



# Thank you

GDA board, members and staff would like to thank and acknowledge the following:

## **For large projects and one-off funding:**

Big Lottery, Scottish Government, Glasgow City Council, Glasgow Third Sector Transformation Fund (Health & Social Care Partnership).

## **For ongoing support, partnership and allies:**

We have abundant supporters and too many to mention by name: many thanks and appreciation to all partners, supporters and allies who are greatly valued.

## **Special thanks to...**

- GDA PPPs and Drivers for Change – both give enormous amounts of time, energy and commitment, challenging discrimination, tackling inequality and demonstrating the rich and valuable contribution people can make with support.
- Learning tutors and partners who deliver taster courses and programmes to build the capacity and confidence of disabled people.
- Simon Bain, Scott Fleming, George Drennan, Nadia Drennan, Janice Keddie, Sandy Nelson, Jim O'Neil, Peter Patterson, Sign Language Interactions and Lynne Wardle for professional expertise and personal devotion to the GDA cause.
- Our fabulous PAs who make our learning, events and programmes accessible, running smoothly for learners, members and partners.
- Baubles, Bangles & Beads, Margaret Sinclair and other GDA members and families – including Willie Pearson – for fundraising and kind donations.
- Jenny Speirs and Graham Ogilvie, fabulous artists who worked with us to create a range of wonderful GDA illustrations.

## **And finally...**

...thank you to our members who support us to be a strong collective voice for disabled people in Glasgow.





**Glasgow Disability Alliance**  
 Confident Connected Contributing

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Glasgow Disability Alliance is a registered Scottish Charity number: SC034247  
 Private Limited Company number: SC248467