



Glasgow Disability Alliance
Confident Connected Contributing

Rights Now!

Annual Impact Report 2017 - 2018



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GDA Staff Team 2017-2018

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Allan Barr	<i>Administrator</i>		
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Ruth Hart	<i>Administrator (p/t)</i>		
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		Naheem Waheed	<i>Administrator (temp – from Sept '17)</i>

Rights Now: The UN Convention on the Rights of Persons with Disabilities (UNCRPD)

The UNCRPD was agreed by the United Nations and adopted on 13th December 2006. It is the first comprehensive Human Rights Treaty of the 21st Century and entered into force on 3rd May 2008. You can find out more about the UNCRPD at www.un.org

A note on language:

As GDA is founded on a social model of disability we use the term **disabled people**.

The UK Government agreed in 2009 to put the UNCRPD into place and must report back to the UN regularly on progress. In 2017 GDA held meetings with disabled members and met with EHRC and SHRC and feedback from Scottish Disabled People's Organisations was presented to the UN by Inclusion Scotland in August 2017.

The UNCRPD has 47 Articles, each a specific Right or theme. It is intended to be a legal way to protect our Human Rights – but we know disabled people are still denied their Human Rights. In this Annual Impact Report we have highlighted some key UNCRPD rights that impact on disabled people in Glasgow.

Article 8:
Awareness Raising.



Article 9:
Accessibility.



Article 19: Living independently and being included in the community.



Article 28: Adequate standard of living and social protection.



Article 21: Freedom of expression and opinion, and access to information.



Article 5: Equality and non-discrimination.



Article 24: Education.
Article 30: Participation in cultural life, recreation, leisure and sport.



Article 22: Respect for privacy.
Article 23: Respect for home and the family.



Article 27:
Work and employment.



Article 29: Participation in political and public life.



Convenor's Foreword



I am thrilled to present GDA's Annual Impact Report for 2017-2018 which captures a flavour of the outstanding progress made in empowering disabled people individually and collectively to understand, access and assert our rights!

Results have been outstanding: from accessing education and learning to volunteering and securing work; from simply being more confident within your own life, attending learning & events and meeting new people to demanding rights to participation in communities, in public and political life.

Building a strong, thriving and sustainable organisation has been a Board priority with a Governance Review concluding in March 2018,

"Governance arrangements have been reviewed and updated; GDA's Articles have been updated; Board election processes have been reviewed and updated; the Board has been refreshed with new co-opted members; the Trustees Report has been updated to provide more information and greater transparency; a Strategic Risk Register is reviewed regularly," **Thrive Consultancy**, Summary Report 2017

During 2017, disabled people's rights across the UK regressed to the point of "human catastrophe", eroded through Westminster Welfare Reform, Austerity policies and cuts to devolved administrations resulting in reduction in vital services and rising thresholds.

This has been accompanied by hardened attitudes in public services and wider society as well as reduced support for disabled people's human rights: this demonstrates a familiar historical pattern in times of financial hardship. And to make things worse, Hate Crime is on the rise.



GDA community empowerment Programmes and commitment to disabled people and their human rights were therefore welcome and needed more than ever and the membership grew to a staggering **4139** by end of March 2018. This groundswell of support and "buy in" from disabled people demonstrates a united and collective cause and a strong and vibrant community of interest.

During this year, the Board were particularly grateful to our funders who increased investment in GDA: thanks to Big Lottery for continuing to recognise disabled people as a priority; to Scottish Government for multiple projects and a contribution to our core costs; to Glasgow City Council for ongoing funding and

commitment to actions and to Glasgow Health & Social Care Partnership for funding GDA's work with older disabled people.

I am proud of the achievements of GDA outstanding work to secure resources and of our commitment in working alongside members to improve lives and change the world! GDA programmes channel the energy of collective anger into enthusiasm and determination, working together to articulate priorities and demand rights.

I am particularly pleased that GDA has made the case for funding for transport, personal assistance, communication support, accessible information and sometimes specialist equipment to enable participation: without this access, disabled people would be denied their human rights to participate.

"The active and informed participation of everyone in decisions that affect their lives and rights is consistent with the human rights-based approach in public decision-making processes, and ensures good governance and social accountability", United Nations 2018

I am very proud of GDA's role in empowering members to assert and claim their rights across the range of life opportunities: Social Security, Employability, Social Care and services, housing, transport and the built environment, Education, Learning and Participation itself. All of these are enshrined in legislation and in the UN Treaty for Disabled People (UNCRPD). My thanks for exceptional efforts from the dedicated staff team; in particular to Tressa, our CEO, for establishing a highly driven, human led and people focused culture based on dignity and respect. 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.

The participation and contributions of Glasgow's 150,000 disabled people are absolutely vital now to achieving Glasgow's vision to become a World-leading Inclusive, Accessible and Thriving City: and to achieving a Fairer Glasgow and Fairer Scotland for Disabled People. I look forward to working with you all to make this vision a reality.

Angela Mullen, Convenor

GDA Board 2017-2018

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 2017-18



I am delighted to present this overview of GDA's amazing progress over 2017 -18. It's a privilege to introduce our work and impact on the lives of well over 1000 disabled people who benefitted from our programmes. Providing accessible learning, peer support, information and capacity building about rights has been needed now, more than ever.

The vast uptake of Programmes outlined in this Report demonstrates the appetite disabled people have for participating and for understanding and asserting their rights: all during challenging times.

This was shown clearly during the 4 Hustings events, 2 Manifesto Launches and a Rally between April- June attended by hundreds of disabled people. Disabled people sang out loud and proud to our very own version of 'We Belong to Glasgow' and members both asserted and demanded their rights to equality and inclusion in our city.

This year, membership grew rapidly reaching **4139 by 31st March 2018**. Through our accessible learning programmes, Future Visions Project, Employability Support and Drivers for Change, peer support opportunities connected **1043** disabled learners – of all ages and impairment types - to **5006** learning opportunities, welcoming **510** new members and enabling over **1000** to attend events.

We delivered 22 longer term programmes and 33 events; we supported members to raise aspirations, recognise their talents and build on strengths. We delivered briefings and accessible training about rights in relation to Community Empowerment, Equalities and Human

Rights and we supported people to drive changes individually and collectively.

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. We also told decision makers about disabled people's rights e.g. we produced a Briefing on the UN Concluding Observations which declared a "Human Catastrophe" for disabled people and made recommendations.

*"Recent research by What Works Scotland points to the need for much more to be done to promote the needs of communities of interest and identity and highlights the benefits of using the "craft" of skilled practitioners: GDA is for sure well placed to carry out this work, due to having a deep understanding of how to reduce barriers and a track record of accessible tools and techniques which increase participation and improve life outcomes for GDA disabled members",
Arrivo 2018*

We summarised these for MSPs, Ministers and elected politicians in Glasgow. We also produced a Briefing about the impact of the proposed Budget for local Councillors in Glasgow and members attended budget consultation meetings. We delivered training to employers and employability training providers, advising them how best to recruit and support disabled employees.

We have abundant examples of bringing disabled people's expertise and lived experiences together with planners, policy and decision makers at both Glasgow and National levels including:

- A Fairer Scotland for Disabled People
- A Fairer More Equal Glasgow – our response to Glasgow's Community Plan
- Social Security Bill
- Independent Disabled People and Carers Expert Advisory Group for Social Security
- Assessment Work-stream for Social Security
- Scottish Government Disability Employment Action Plan and Glasgow City Strategic Employability plans
- Glasgow Health and Social Care Strategic Planning
- Young disabled people planning partnerships locally and nationally
- Scottish Government Reform of Adult Social Care including SDS
- Accessible Glasgow and City Deal Public Realm Development: Byres Road, the Avenues
- Community Empowerment, Local Governance and participatory budgeting – including influencing mainstream services
- Tackling Hate Crime partnerships locally and nationally
- Brexit and the implications for disabled people
- Human Rights – locally, nationally and internationally

During the last year, GDA explored a partnership with Glasgow City Council and the Scottish Government to improve services, policies and take a more joined up and holistic approach to disabled people's needs and rights: discussions are ongoing so watch this space!

Through GDA, disabled people's voices have been strengthened and shared, their visibility heightened and their rights asserted. We have celebrated disabled people's diversity and identity, valuing contributions and demonstrating a rich and diverse community of interest. We even took over the People's Palace for a wonderful day celebrating alongside visitors and were congratulated by our Lord Provost Eva Bolander for being a shining community of interest and demonstrating leadership.

For all of this I would like to acknowledge and thank: GDA's exceptional team who go above and beyond every day in every way including our PAs who work hard to make activities accessible; our funders who continue to invest in and show confidence in our work; our skilled and dedicated Board for their continued support, and direction. Thanks too to our many willing and positive partners – we rely on you to drive forward change in policies, services and decisions!

My sincere gratitude to our Convenor Angela for her supportive and wise counsel. Above all, thanks to our members who keep us grounded in the real issues, inspiring us every day. 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

Introduction and Key Stats

GDA is a vibrant disabled people led organisation with 4139 members by end of March 2018. We are the biggest community led groundswell of disabled people in Scotland, the UK and Europe and a proud and shining excellent example of a community of interest.

GDA supports disabled people to participate and to be leaders in their own lives and connects people with each other, with opportunities and decision makers: in this way GDA influences policy and service design and reform, drawing on lived expertise and analysis to produce solution focused suggestions and insights.

GDA believes in the social model of disability: it is barriers in society and not conditions or impairments which disable us. Our approaches are built on human rights, and community development which put disabled people at the centre of finding solutions to the barriers they face. GDA supports people to take control over their lives, build voices and claim rights. Central to this is building capacity and driving changes

UNCRPD Article 19: Living independently, being included and full participation in the community.

GDA's vision and mission fit the UNCRPD.

GDA's vision: disabled people can participate fully in their own lives, communities and wider society, with the support they need and with choices equal to others.

GDA's mission to build the confidence, connections and contributions of disabled people, recognising and building on talents and strengths.

in policies, services and the lives of disabled people themselves.

GDA engages large number of new members every year and working together with disabled people and others, **GDA demonstrates community empowerment and a powerful community, asserting their rights now!**

"GDA provides an essential service for disabled people of all ages. They bring us together, build us up and support us to make a difference. They are a lifeline for many people – some of us wouldn't be here if it wasn't for GDA. They save the council and NHS money by preventing or reducing isolation, loneliness and promoting wellbeing. Ultimately, they – WE – are fighting for our rights!"





"I love coming to GDA learning. GDA does a lot for me. Helps me to get out socialising as well as learn new skills which help with confidence. Otherwise I'd be stuck in the house all the time. I'd like to thank GDA from the bottom of my heart."

"Through connecting with other people and shoring each other up, we become stronger and have a louder voice and are more visible."

"GDA tells us about policies and laws and we learn about our rights. They also help us tell other disabled people about our rights and how we can stand up for ourselves."

Key Stats 2017-18 at a glance...

- **4139** members by 31.3.18.
- **1043** disabled learners supported from age 14-102.
- **5006** learning opportunities - an average of 4.8 per person.
- **510** new members engaged.
- **1000+** disabled people supported to attend events.
- **240+** days of learning delivered.
- **22** longer term programmes.
- **8** certificated courses completed.
- **23** GDA events held with and for disabled people.
- **10** partnership events.
- **10** community clubs supported.
- **150+** disabled people received coaching.
- **775** disabled people brought together with services.
- **20+** Peer Support networks supported.
- **4000+** reached through postal mailings (less than 1/3 have broadband).
- **500+** reps from agencies received learning via seminars, training & keynote addresses.
- **100+** partnerships: influence across a range of policy and service areas.
- **3000+** website updates.
- **2000+** Facebook page likes.
- **4000+** Twitters followers.
- **10** Newsletters.
- **12** E-Bulletins sharing learning and information.
- **5** PPP performances.
- **3** short films produced – Social Security, GDA Manifesto and Community Empowerment.
- **4** short BSL invitation films.

Right to Learning: building confidence and developing talents

UNCRPD Article 24:
Right to Education –
“an inclusive education
system at all levels,
including lifelong learning.”

GDA's fully accessible, free, fun learning fits completely with Article 24 which sees learning as: *strengthening respect for human rights, freedoms and human diversity; a means for disabled people to develop their personality, talents, creativity and abilities, and to achieve their fullest potential.*

Examples of short courses

- Ancient Egypt Exploration Day
- Armchair exercise
- Arts and crafts
- BSL
- Confidence booster
- Creative writing
- Cycling
- First Aid Cert
- Food Hygiene Cert
- Happy feet
- I-Pads for beginners
- Kite making/flying
- Meet the Animals
- Mosaic making
- Music and dance
- Museum visits
- Outdoors day
- Puppetry
- Relaxation
- Soul Moves
- Sports days
- Tai Chi
- Woodcarving
- Yoga



What disabled people tell us:

“GDA got me back to being me. I was supported to learn and discover talents I never knew I had!”

“I’ve gone back to college part time – all thanks to GDA boosting my confidence and putting access support into place.”

“At GDA you feel respected and valued. You’re never made to feel like a bother – I’ve never found that anywhere else.”

“I love learning with others, all ages, all abilities, all backgrounds, we’re all just learning together.”

Learning Fast Facts 2017-18

- **1043** disabled learners from age 14 to 102.
- **5006** learning opportunities – average of 4.8 per person.
- **240+** learning days delivered.
- **22** longer term programmes.
- **8** certificated courses completed.
- **23** events held with and for disabled people.
- **10+** partnership events delivered.
- **150+** disabled people received coaching.
- **5 PPP** performances.

Learning Programmes: building peer support networks

GDA offers further learning via a wide range more in-depth programmes which give the opportunity of additional coaching, ongoing support and links to external organisations.

These programmes mean that disabled people can build meaningful relationships with others as well as develop strong peer support networks. Often these programmes are a route to progressions to learning beyond GDA.

Steps to Excellence

Steps is a personal development programme that supports people to critically challenge their own thinking. The programme includes goal setting and techniques to keep on track. Many people say completing the Steps Programme really helped them to move forward in their life.

"I found Steps challenging but I always felt very supported. I'm still using the techniques months later." **Imran, 38.**

"Steps was amazing. I understand more about how to help myself now." **Clare, 43.**



Men's Health

These programmes bring disabled men together for peer support and include 'Menself MOT' health checks and potentially life saving information, combined with gentle, fun exercise sessions.

"I learned so much that was useful and I made an appointment with my GP as I discovered my blood pressure was very high. I just didn't bother about my health but I'll take more care now!" **Ali, 58.**

"I'd never been to any GDA courses before, but I met some guys today who've encouraged me to join in, so I'm looking forward to coming back." **Michael, 49.**



Activate

Activate is delivered in partnership with the University of Glasgow. It is a 10 –12 week programme in Community Development. GDA delivers additional sessions on disability issues and provides any access support required. Participants are awarded a Certificate from the University if they successfully complete the programme.

"Activate is the single most scary, important, amazing and fulfilling course I've ever done. The sense of personal achievement is totally overwhelming!" **Jo, 43.**



Rights Now: Cultural life, recreation, leisure & sport

UNCRPD Article 30 recognises the right to take part in the community, like any other citizen. This means getting the support needed to join in with sporting, leisure and cultural activities – both for learning and for having fun. GDA works with a range of partners across Glasgow to enable disabled people to experience activities that they might never have thought possible! Here are a few highlights from this past year.

7 Lochs Wetland Park

This heritage and nature park has been created across the Glasgow City / North Lanarkshire council boundary.

GDA worked with the Park developers bringing disabled people's ideas to make sure it is as accessible as possible.

We organised nature walks, access visits, outdoor crafts and photography sessions.

"Going to the Park and exploring the countryside was an amazing experience. Not the kind of thing I thought I'd ever be able to do!" Akim, 35.



Gal Gael

Gal Gael supports people to learn woodworking skills. We ran several sessions at the workshop where disabled people were supported to try out a range of tools and learn carving techniques to produce beautifully crafted items.

"This was such a laid back and peaceful day. We're usually told it's too dangerous to pick up tools, but we got fantastic support and the tutors were so patient. I'd never done anything like this before and I'd love to go back – I'm definitely hooked!" Alice, 52.



Glasgow Museums

Many disabled people tell us that they haven't visited any of Glasgow's amazing museums and galleries, despite most of them being free. Our learning programmes provide transport and personal assistance, removing barriers so that disabled people can explore the city's cultural heritage.

"The Art Appreciation session was wonderful – it opened my eyes and helped me understand all the pictures!" Bill, 64.

"I'd always wondered what was behind those doors and it was absolutely brilliant. I learned so much and could have spent days in the Museum!" Elli, 28.



Community Connections: Older Disabled People

STAR Club Learning

- Armchair exercise
- Arts and crafts
- Committee skills
- Community support info days
- Confidence booster
- Cookery
- Fire Safety
- Fraud prevention
- Healthy Eating
- Home Safety
- I-Pads and Computing
- Laughter yoga
- Music and dance
- Relaxation & aromatherapy
- Tai Chi
- Trips out and about

GDA Star Clubs enable older disabled people to come together in their local community, meet others, have fun and connect with local services.

We know that combating loneliness is a key factor in keeping well and happy. More older disabled people remain in their own homes when they get the support they need.

Our outreach work in local communities and partnerships with housing associations, sheltered housing providers, community centres and others enabled us to work with around 200 older people across Glasgow.

Star Clubs members can take as much control of their club as they wish and we give support to those that want to manage and apply for their own funds. Two Clubs are completely self-organising now.

We bring Star Clubs from across Glasgow together as a way to share wider experiences, learning, evaluate the programmes and plan new ones.



"I enjoyed today because it was all about getting together and getting our voices heard. Being part of a community is important so thank you GDA for being a massive community and helping us get through all the barriers." Rena, 84.

"When my husband passed away I quickly got very depressed and struggled to go out. But now I enjoy having something to look forward to. Being part of the GDA club in my area stops me being on my own, and keeps my spirits up." Pat, 73.

"It seems impossible to readjust and make new friends in your 70s. It's not easy if you struggle to get out of the house. Coming along to the club makes each day more bearable, and the weekends less of a dread." Tam, 77.

STAR Clubs: Fast Facts

- ★ 8 Community Star Clubs supported
- ★ 2 Clubs now completely independent
- ★ 80+ days of learning provided
- ★ 200+ older people supported
- ★ Age range 55 to 103
- ★ 100% satisfaction rate from members

Rights Now: Future Visions for independent living

GDA's Future Visions project is based on the rights listed in the UNCRPD Article 19 "Living independently and being included in the community" which sets out disabled people's equal right to live in the community with choices equal to others, with the support they need to enjoy full inclusion in the community.

Article 19 states that disabled people should choose where they live, who they live with and should not be forced to accept particular living arrangements, such as residential or group care.

Article 19 states that disabled people should have equal access to a range of community based support services to enable their inclusion and prevent social isolation.

Future Visions enabled disabled people to experience what it would be like to have choice, control and the support they needed for independent living to become a reality.



Watch our FV films on gda.scot

GDA's Future Visions project:

- ✓ Enabled disabled people to explore the impact of having choice & control in their lives, via personal coaching, learning and personalised support packages.
- ✓ Brought independent living information support services directly to disabled people.
- ✓ Shared disabled people's experiences and ideas with policy makers and services.

FV participants said:

- "Future Visions coaching was amazing. Getting the time and space to concentrate on how I felt about my life and learning ways to move forward, one step at a time. It was great to get the support from the staff so I could try out so many new things."
- "I'd never experienced having any control in my life before Future Visions. For once I was in charge, directing the support I needed and most importantly, allowed to change my mind without negative consequences."
- "Getting the right equipment meant I could get out again, enjoy life and make plans."



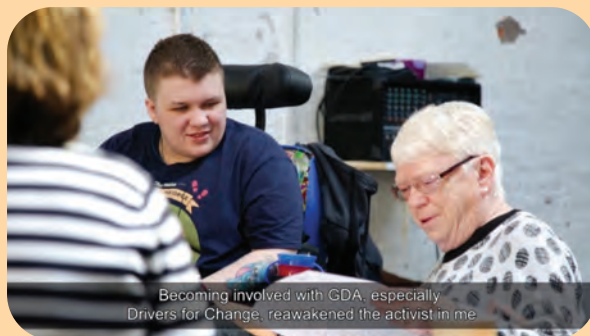
Person Journey: Luke.

As a young disabled person I felt isolated due to my inaccessible house and lack of support. I used to take part in campaigning work which was a passion of mine, but this became impossible when I became a wheelchair user. I felt my access needs were not being considered so I stopped taking part.

I got bored and lonely. Then I joined GDA and took part in some learning courses which built my confidence and I gained trust in GDA because they could meet my needs.

Future Visions coaching helped me learn new techniques and ways to focus on what's important to me. Going out with a PA meant I could go out and do 'normal' things like going to the cinema and bowling.

Future Visions helped me realise I should be respected and stand up for myself. This further built my confidence and self-esteem which reawakened the activist in me. So now when I'm asked to take part in something by another organisation, I assert my right to have my access needs met. **I'm now making films about issues face by disabled people in my area and I'll continue fighting for disabled people's rights, especially LGBT disabled people.**



Personal Journey: Frances.

I acquired a brain injury many years ago which resulted in short term memory issues and difficulties with social interactions. As a result I stopped going out and experienced real isolation. When I got involved in Future Visions I was worried but I was accepted into the group and got the support I needed to participate. Coaching meant I could gain new skills and the learning sessions were fabulous and I was supported so well with creative ways to take part and strategies to remember information.

Working with a PA meant I got help to clear out many years worth of paperwork that was causing me great stress. I was desperate to go on holiday but was too scared to travel.



My PA helped me build the confidence to get out of the house and we gradually went further and stayed out longer. We did wee day trips, and even went a trip to Millport, which was like a mini-holiday!

Having a PA meant I could go on the train, close my eyes and relax, knowing someone would make sure I got off at the right stop. When I got anxious or worried, the PA reassured me or we went on somewhere else, so I wasn't tied into a set routine.

Key for me was having access to 1-2-1 PA support which meant I could get help to plan activities, try new things and learn to trust someone to help me. For the first time in years I felt I was in control of my life again. This support and the coping strategies I learned were life-changing for me.

Rights Now: Accessible Glasgow

UNCRPD Article 9: Accessibility:

“disabled people have the right to access the physical environment, transportation, indoor and outdoor facilities, and information and communication technologies” including...
“signage and information in Braille, Easy Read and BSL to facilitate access to/within public buildings.” There should be *“training for stakeholders on accessibility issues facing disabled people.”*

GDA supports disabled people to be included in a variety of accessibility initiatives. We work closely with key partners to bring disabled peoples voices directly to planners and decision makers.

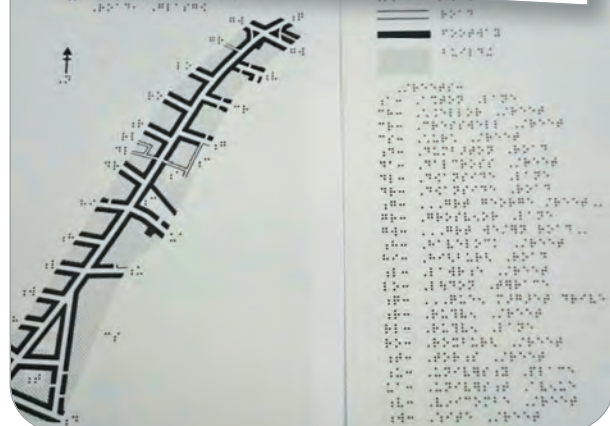
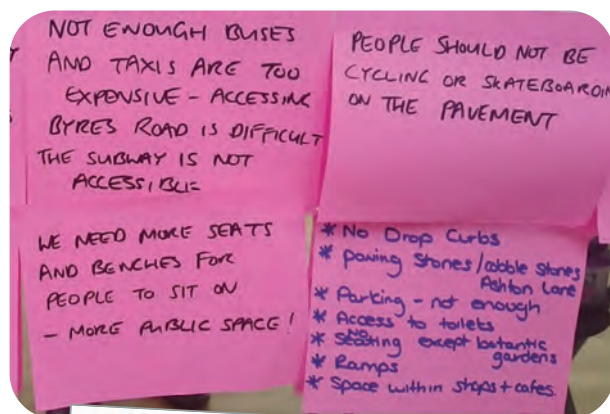
Examples during 2017-18 include:

Glasgow: Public Realm consultations

Funding from Glasgow City Council has ensured access and inclusion of disabled people, supported by GDA, in the work to redevelop Byres Road in the West End of Glasgow and the Avenues in the City Centre. Small and larger events gathered disabled people's views, ideas and feedback on the developing plans.

Disabled people with all types of impairments took part in “walkabout” sessions to help the planners understand the barriers faced by disabled people and what is needed for more inclusive design.

GDA briefing sessions helped design teams learn how to better include disabled people in their work – e.g. by providing tactile and Braille maps, and bringing along samples of building materials not just pictures. This, along with transport, PAs and BSL interpreters resulted in over 100 disabled people being involved.



“We’ve learned so much from having GDA involved and we’re developing good practice around the inclusion of disabled people in accessible design.” Public Realm planner

Accessible Glasgow: Tourism Strategy

GDA have been a leading partner in a Visit Scotland initiative to improve access for disabled tourists visiting the city. This partnership included a range of public, private and third sector organisations from business, leisure, hotels, transport, venues, conference, marketing, the arts and infrastructure sectors.



... because we are excluded and isolated by a city full of barriers.



Meetings, events and planning groups developed a range of tasks, including training, audits, action plans, and research all with the goal of securing Accessible Tourist Destination status for Glasgow.

Safe Glasgow: Taking Action on Hate Crime

Disabled people often do not go out as much as they would like to because they do not feel safe. Many have experienced Hate Crime, or Hate Incidents when out and about. Our Accessible Glasgow initiatives include tackling Hate Crime:

- ✓ GDA is a Third Party Reporting Centre – we can help people to report hate crime and support them through the process.
- ✓ GDA plays a key role in the Third Party Reporting Network across the city, which shares information, good practise and supports centres to address hate crime.
- ✓ GDA is one of the partners in Glasgow's Hate Crime Working Group, helping to plan and run awareness activities during Hate Crime Awareness Week.
- ✓ GDA ran information and focus groups to inform our response to the Lord Bracadale Review of current Hate Crime Law.
- ✓ GDA is represented on the Scottish Government group developing and implementing an Action Plan for Bracadale recommendations – informed by disabled people.
- ✓ GDA Drivers for Change received training from the Crown Office and Procurator Fiscal Service on how Hate Crimes are dealt with by the courts.



Right to be heard: Young Disabled People's Voices

Our work with young disabled people links to several UNCRPD Articles, for example:

- ✓ **Article 19:** Living independently and being part of the community.
- ✓ **Article 29:** Participation in political and public life.
- ✓ **Article 30:** Participation in cultural life, recreation, leisure and sport.

GDA offers a range of free, fun, fully accessible opportunities for young disabled people. There are a wide range of activities, from arts & crafts, to karting, music, drama, sports and programmes of personal development and confidence building. Weekend and holiday activities mean those at school or college don't miss out! We also run information events for young people and their parents so they can connect with services.



"I love coming to GDA as I get to meet up with my friends. I can't find much to do outside of school and I get really bored and lonely."

"I hated learning at school - but I love coming to GDA courses. They make learning fun and give you support to take part. I love how creative it is."

"I get to feel normal and do normal things. Hanging out with friends, doing music, art and stuff like that."

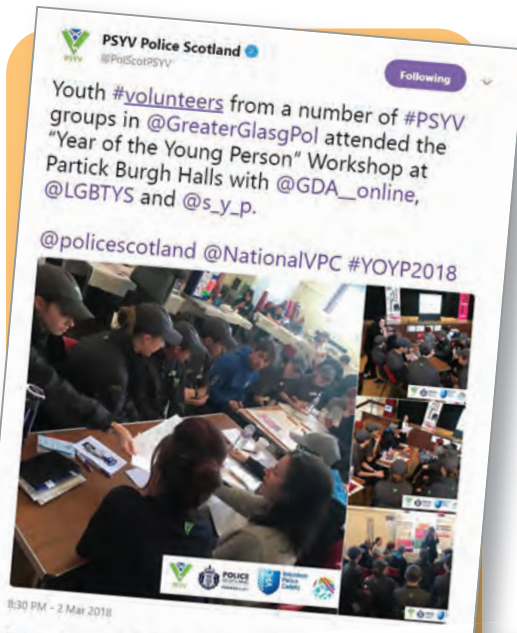
"As a parent, I value the support we get as a family. Quality information and opportunities to meet other parents, plus safe, accessible activities my son can take part in that enable him to get away from his parents and be with people his own age."



Voices of Young Disabled People: Speaking Up, Speaking Out

This year we've supported young disabled people to get involved in programmes of learning around human rights, sharing their experiences and talking directly to the people making decisions that affect their lives, like the Scottish Government and Glasgow City Council. It's often thought that young people are not interested in politics – well we know differently!

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



Young disabled people visited the Scottish Government in Edinburgh to meet with Minister for Children & Young People Maree Todd MSP and a variety of Government reps.



Getting our voices heard at Glasgow Youth Council.

Key issues raised by young people

- ✓ Lack of proper support for learning - at school, college and in the community.
- ✓ Bullying when out and about.
- ✓ Inaccessible transport.
- ✓ Nothing to do in the holidays.
- ✓ No support when we leave school/college.
- ✓ Lack of communication support.
- ✓ No support for work experience or to do volunteering.
- ✓ Being excluded from mainstream activities.

What's bad?
 Help - no support
 - Not being able to read and not getting help to learn.
 - They're made me Copy and dictionary since first year.

What I would change:
 - Make people believe us in school. Like we don't need a certificate to show we are disabled
 - We need to get the right help. People should listen to us when we ask for help.

What's good?
 - getting help to write and read
 I tell them what I want to say and they write it down



'Disability' must be an equality...

.. but also unique



When we speak individually.

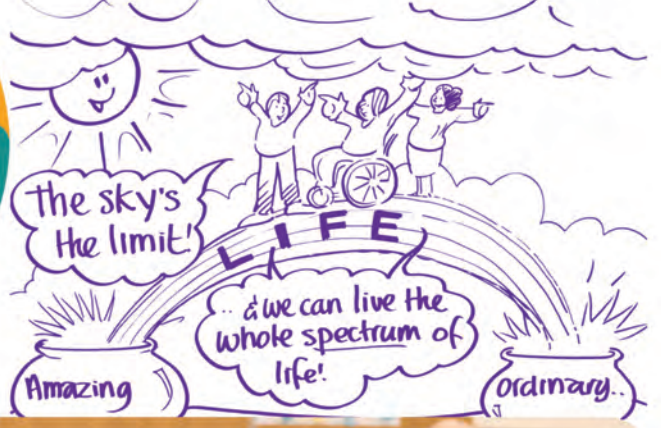


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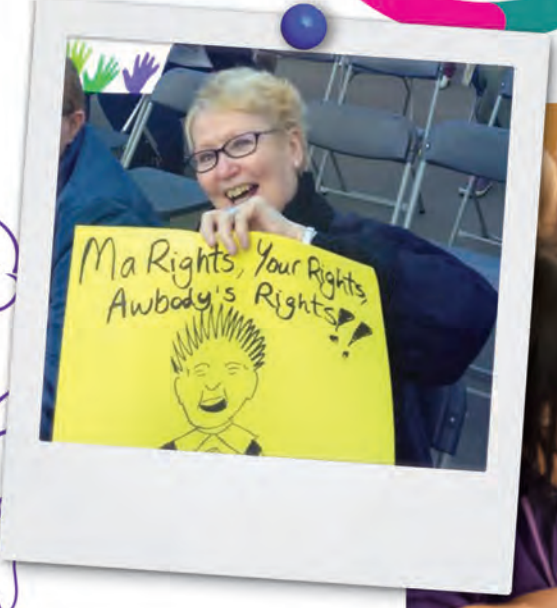
ness!



With the right support...



... speak



Rights Now: Accessible Information and Communication

UNCRPD Article 21: Freedom of expression of opinion and access to information states that disabled people should be supported to express themselves and their opinions. This includes:

- ✓ The right to find and receive information on an equal basis with others.
- ✓ The right to be supported to communicate in a way that meets their needs.

At GDA we do all we can to make this right a reality.

Getting it Right: Accessible learning and events

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



Accessible information

All GDA information is available in multiple formats:

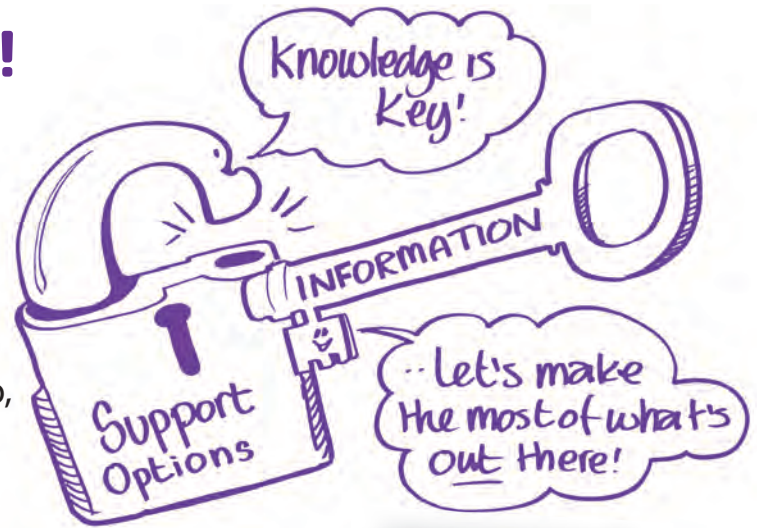
- ✓ MP3, Braille, electronic, plain text, large print.
- ✓ Easy Read, face to face and phone information.
- ✓ All GDA films are BSL signed and subtitled.
- ✓ BSL and note takers at events.



BSL (Scotland) Act 2015 gives people who use BSL the right to receive information and participate, using BSL. The Scottish Government and other public bodies have to produce BSL action plans.

Unlocking information!

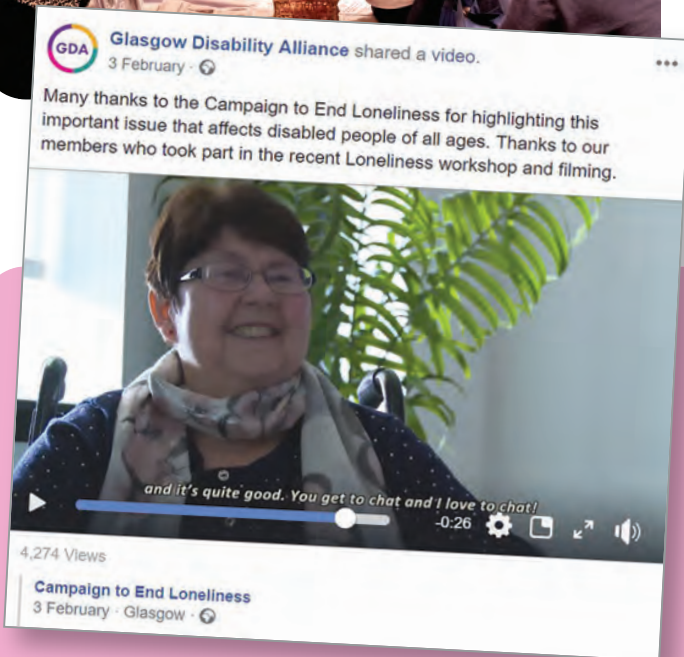
We know that information is power and we feel strongly that disabled people should be able to get the information they need in the easiest possible way. That's why our large events include information stalls from a variety of service providers so disabled people can meet organisations that can help, ask questions and get support. This year our information events brought over 50 organisations directly to disabled people!



GDA supports organisations to make their information accessible to disabled people.



"GDA makes it easy for disabled people to get information and to take part. You can rely on them remembering what you need and putting it in place so you don't have to worry." **Kate, 28.**



GDA on Social Media

GDA staff and Drivers for Change share news and information via Facebook and Twitter. Examples throughout this report!

 @GDA__online

 facebook.com/glasgow.disabilityalliance

Fast Facts

- **4000+** on postal mailing list
- **10** newsletters
- **6** information/briefing booklets
- **12** e-bulletins
- **300+** website updates
- **Daily** social media updates
- **2000+** Facebook likes
- **4000** Twitter followers
- **23+** info events
- **50+** info stalls by partners
- **20** media articles/appearances
- **4000+** incoming calls
- **3** short films produced
- **4** BSL invitation films

Rights Now: Participating in public and political life

GDA members all across Glasgow helped make sure disabled people's rights were firmly on the agenda in last year's Local Government elections – we held Hustings events in the north east, north west and south of Glasgow.

Drivers for Change worked with Edinburgh based theatre crew 'Active Inquiry', to use radical Brazilian 'forum theatre' to bring our manifesto asks to life, and set the scene for disabled people to put their questions to the candidates standing in their areas.



In advance of the Hustings, GDA worked with the Drivers for Change Network to produce the GDA Manifesto. Understanding rights was essential to this and Drivers had access to training and support about Disability Equality, Human Rights, Social Security, Social Care, Community Empowerment and the United Nations Convention on the Rights of Disabled People.

Critical thinking was developed by exploring and understanding the interim findings of the UN Committee which found "grave and systematic violations of disabled people's human rights in the UK: this informed GDA's calls to action for rights.

UNCRPD Article 29: Participation in political and public life

Disabled people have the right to fully participate in political and public life on an equal basis with others.

- ✓ Voting itself must be accessible with accessible materials available to help you decide.
- ✓ Rights to a secret ballot along with other citizens and right to choose someone to help you vote.
- ✓ Right to hold office and stand for elections using accessible methods and supports including assistive technologies.
- ✓ Right to participate in public affairs, without discrimination.
- ✓ Right to join organisations e.g. political parties and organisations led, governed and mandated to represent disabled people such as GDA.

2017 Manifesto Launch and Question Time Hustings

GDA launched our Manifesto, "An Accessible Glasgow for All" at a show-stopping rally in George Square, where 250 disabled people mustered, with our allies and supporters, to sing our very own version of 'We Belong to Glasgow'.

Members asserted their rights and demanded that disabled people be involved across a range of areas in Glasgow: Tackling Poverty; City Deal, Independent Living; Self Directed Support and actions around Hate Crime, harassment and discrimination.



Work with us to build an Accessible Glasgow for All.

1. Put Disabled People at the heart of tackling poverty
2. Involve disabled people in Glasgow's City Deal
3. Take action for independent living.
4. Make our rights to social care and self directed support a reality
5. Take Action on Disability Hate crime, harassment and discrimination

... and to working with us to make Glasgow accessible for all.



"Recent UN and EHRC enquiries have shown that rights to equality have been eroded – and in Glasgow, mounting challenges have far outweighed progress. Disabled people face extreme levels of poverty – are shut out of decisions that affect us – have our hard-won rights to support and independence eroded – and are at the sharp end of austerity, cuts to services, and rising hostility and discrimination that go along with this. GDA has the leadership and the ambition to make sure that disabled peoples' voices are heard and our members are mobilising to call for action to make Glasgow Accessible for All," Tressa Burke, CEO

"Disabled people make up a quarter of Glasgow's population – if this seems surprising, it's because we're excluded and isolated everyday by a city full of barriers – so we're invisible!

We know what needs to change - we want to contribute and help make Glasgow a world-leading, accessible city. Our Manifesto is the roadmap, and we are the engine! We're rallying to get Glasgow City Council on board, working with us for change, supporting our inclusion, our equality and our rights."

Susan McGinley, Drivers for Change

Empowerment in Action: GDA Drivers for Change (DfC)



DfC Network work together, along with the GDA Team and others to deepen their understanding, share their experience, build skills and voices and come up with priorities and solutions. The ultimate aim is to improve equality and human rights for disabled people in relation to attitudes, policies and services.

More than 120 disabled people were members of the network during 2017-18.

"It is crucial that disabled people come together, get informed, build skills have our voices heard at the highest level of decision making." Chris, GDA DfC Member

Capacity Building Programme

DfC completed an intensive programme of capacity building and development this year to build confidence, skills and voices. People shared experiences and stories, built trust and supported each other, deconstructed the factors that result in inequality and planned actions to tackle discrimination and improve lives.

There were over 30 DfC peer support and capacity building sessions, briefings, training and meetings, including:

- Social Security
- Social Care & SDS
- Accessible Glasgow
- GCC Budget
- UNCRPD
- Community Planning
- Access to Politics
- Learning Skills
- Place Standard
- Social Media Skills
- Facilitation Skills
- Participatory Budgeting
- Religion and Equality
- Disabled Women & Equality
- Visits to Scottish Parliament to hear Disability Debate
- Manifesto sessions for LG and UK Elections
- Employment/ Employability/ Employer-ability
- Hate Crime
- Community Empowerment
- Human Rights including Summer School
- Identity, Belonging & Communities of Interest
- Listening Skills
- Research Skills
- Local Governance & Democracy
- LGBT Disabled People & Equality
- BME Disabled People & Equality
- Visits from Scottish Government Ministers and Glasgow Councillors

United Nations Declared Human Catastrophe

In September 2017, the UN Committee delivered a damning verdict on the UK government's progress in implementing the convention for disabled people's rights (UNCPRD) stating that it was "deeply concerned" that the UK's cuts to social security and other support for disabled people had caused "a human catastrophe".

80-plus recommendations were made to address the "grave and systematic violations" of the convention. Amongst these are: the need to introduce a legal right to independent living; a call for action to address the disability pay gap; the need for an assessment of the cumulative impact of all social security cuts and reforms on disabled people; and a call to review the employment and support allowance conditionality and sanction regime.

The UN Committee also called for a "comprehensive plan" – in "close collaboration" with DPOs – aimed at the "deinstitutionalisation" of disabled people.

Social Security in Scotland

A seismic shift is required to deliver the principles of dignity, respect, fairness equality and rights within a new social security system.

Much to the relief of disabled people, many of the UN recommendations have been taken forward by the Scottish Government in relation to devolved powers, including the commitment to involving disabled people.

The System should INVOLVE the people



"The UK systems treats you like a liar, a thief, a scrounger and they don't believe you.

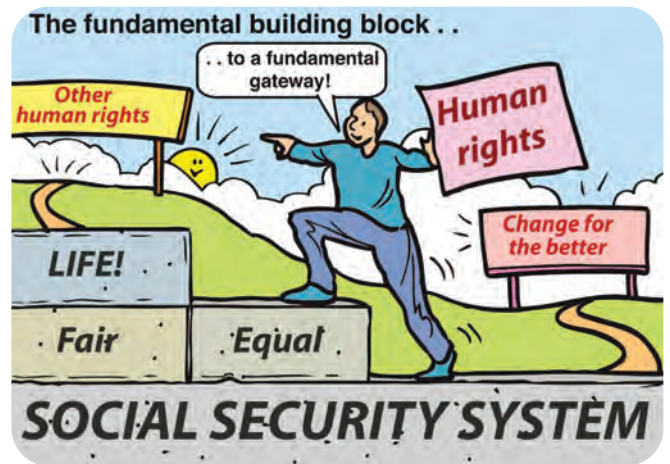
We need a system in Scotland which listens to us, upholds our rights and treats us as experts – treats us as human beings – so we can contribute and be part of life in Scotland," Gemma, GDA Driver for Change.



Rights Now: Adequate Standard of Living and Social Protection

Barely a month after the Local Government Elections, GDA members again mobilised to hold a fourth hustings ahead of the snap general election!

Disabled people are concerned that Austerity measures are limiting independent living, choice and control for disabled people and so they worked together with GDA, to produce manifesto priorities aimed at a UK level: 'Manifesto Against Austerity'.



Manifesto Against Austerity calls on the UK Government to:

1. End sanctions and work capability Assessments which undermine dignity and a decent income.
2. End cuts and protect social care: ring-fence budgets to devolved administrations.
3. Strengthen and protect human rights – restore Legal Aid, embed the UN Treaty in Law and make sure our voices are heard in Brexit negotiations.
4. Enforce Accessibility Standards in planning and infrastructure- roads, transport, jobs, volunteering opportunities.
5. Improve access to employment opportunities – many disabled people want to work but face barriers and discrimination.

Article 28, UNCRPD Adequate standard of living and social protection:

Disabled people have rights to an adequate standard of living for themselves and their families, including food, clothing, housing and living conditions and to social protection including equal access:

- ✓ to clean water services.
- ✓ to appropriate and affordable services, for disability-related needs.
- ✓ to social protection programmes and poverty reduction programmes – especially women, girls and older disabled people.
- ✓ to assistance from the State with disability-related expenses, including adequate training, counselling, financial assistance and respite care.
- ✓ to public housing programmes.
- ✓ to retirement benefits and programmes.

Social Security Bill: Dignity & Respect



In August 2017, over 300 GDA members met with Scottish Government Minister for Social Security, Jeane Freeman in Glasgow to discuss the Government's new Social Security Bill and have their say on how it can deliver dignity, fairness and respect towards Scotland's new, fairer Social Security System.

GDA members have learned lessons from the brutal processes of Westminster welfare reform measures, having been at the hard edge of cuts which have increased health inequalities and poorer life outcomes. GDA Drivers for Change and Members have met with Ministers and civil servants responsible for shaping

Scotland's new system, to share their experiences under PIP and Westminster's welfare reforms, and contribute their ideas for how to build a fairer system in Scotland through the Bill.

Headline Responses to the Bill: GDA Members

- **Welcomed the Social Security Bill** and opportunity to comment and feedback to the official Consultation and directly to the Minister.
- **Overwhelmingly support and welcome the principles** on the face of the Bill: these will necessitate a huge and much needed **culture change** in comparison with the current system.
- **Are concerned that much of the rights focused principles are contained in the policy document or Regulations**, rather than the Bill itself: this might compromise human rights.
- **Are therefore keen to ensure that Charter holds considerable weight**, detail and be carefully constructed drawing on disabled people's lived experience.
- **Firmly believe that we must establish an Independent scrutiny body**, involving disabled people to safeguard accountability and co-production including overseeing implementation of the Charter.
- **Want greater emphasis on the accessibility of system**: accessible venues for assessments; accessible information; duty to promote uptake.
- **Called for stronger language committing to a rights based foundation**, linking this Bill to UN and European Conventions, particularly the UNCRPD- to strengthen definitions of eligibility and dignity and **protect against future erosion of rights** such as have been experienced under Westminster's welfare reforms.

Rights Now: Scottish Declaration on Human Rights



GDA's Purple Poncho Players dramatically unveiled Scotland's Declaration on Human Rights at the amazing Glasgow Women's Library in February 2018.

With keynote address from MSP Christina McKelvie, (new Minister for Older People and Equalities), the PPPs heralded the 70th Anniversary of the Universal Declaration of Human Rights which states:

"All human beings are born free and equal in dignity and rights."

The PPPs recited the declaration and sang Burns' "A Man's a man for A' that" to an audience of allies and human rights supporters, declaring together that Human rights and equalities must remain at the heart of Scottish society and calling on law and policy makers to take all possible steps to protect rights and make Scotland a world leader in both rights protection and implementation.



Scottish Human Rights Declaration Principles:

- **No going back:** no regression of rights for any individual or group.
- **Progression:** strengthen human rights and adopt high standards.
- **Transparency:** changes should be undertaken with full involvement of Scottish people and parliamentary scrutiny.
- **Participation:** The people of Scotland must understand their rights and what can be done to protect them.

Awareness Raising: Purple Poncho Players



UNCRPD Article 8: Awareness Raising.

- Governments must raise awareness throughout society about disabled people's rights, including within families.
- they must also challenge stereotypes, prejudices and harmful behaviours.
- and promote positive awareness of the capabilities and contributions of disabled people.

The PPPs are the theatrical wing of GDA Drivers for Change, drawing on their lived experiences and working with a Creative Team to produce sketches, poetry and songs which reflect the real life experiences of disabled people.

Their aims are consistent with the UN: to challenge stereotypes and prejudices, increase social awareness and to promote positive awareness and perceptions of the skills and talents of disabled people. The PPPs inspire change, act as peer supporters to each other and demonstrate excellent role models to other disabled people.



Diversity of Disabled People: Intersectional Voices

The UN Committee Concluding Observation 14:

- Is concerned about the lack of data on impact of multiple discrimination especially for women and girls and those with intellectual impairments
- Is concerned about the impact on people who experience it and on their life chance in education, employment, health, justice and poverty
- Recommends measures to protect people who experience intersectional discrimination on the basis of gender, age, race, disability, migrant, refugee and/or other status.

Over the last year, GDA has developed our work with disabled people facing multiple barriers as a consequence of discrimination because of their diversity, identity and personal characteristics. The buzzword to describe this is “intersectional” which means people are disadvantaged by multiple sources of discrimination and oppression.



LGBTQIA Disabled People

2017 saw the creation of a new much needed space for disabled people who are also lesbian, gay, bisexual or transgender (LGBT). Building on grassroots engagement led by our own LGBT members, a monthly drop-in group started in October 2017. In particular, our work has focused on:

- ✓ Better understanding of barriers faced.
- ✓ Facilitating connections and peer support.
- ✓ Building confidence.
- ✓ Building connections with services.
- ✓ Celebrating identity through Pride and Free Pride and supporting disabled LGBT people to take part.
- ✓ Planning actions to address barriers and embed rights.

Longer term and with support from other partners, we hope the group can continue to grow and offer safe space for people with intersecting identities to discuss their experiences, build positive identities and support each other.

We will also work with services to set outcomes to promote rights of disabled people experiencing multiple discrimination.



Disabled Women and Girls

GDA CEO, Tressa Burke is a member of the National Advisory Council on Women and Girls which advises the First Minister on what's needed to tackle gender inequality in Scotland. Specifically, for disabled women, GDA has identified the following points which have been shared with the First Minister:



- ✓ Disabled women's **voices** need to be heard.
- ✓ Disabled women need **access and support** to build confidence and voices and to participate.
- ✓ Disabled women need to be **visible** and see ourselves represented. **Disabled women need to see positive role models – in all their diversity.**
- ✓ Disabled women face situations of **violence and abuse** – accessible supports must be provided for disabled women to get out of these situations.
- ✓ Disabled women need **equal access to education**. Lack of expectations and support through school is compounded by gender for disabled women –they experience a double whammy from school onwards.
- ✓ **Disabled women aren't visible or taking up rightful roles in employment** and should be more visible in workplaces, in public, in media and everyday life.
- ✓ Disabled women need to be **recognised as sexual beings, capable of having relationships, including children and families.**
- ✓ Support for **disabled parents particularly from health and social care staff as well as education** so that disabled parents and their families thrive.

BME disabled people's voices

GDA supports BME disabled people by providing a range of support including, language interpreters, dietary requirements, quiet/prayer room at big events and in response to needs as requested. GDA ran focus groups to find out how we can better support disabled people from a variety of race, faith and language groups as part of our PB research project.



We involved BME groups, interpreters and other support networks and gained a lot of useful ideas for making our work even more inclusive.

Rights Now: Work and Volunteering

Article 27: Work and Employment: *“disabled people have the right to work on an equal basis as everyone else. The labour market should be open, accessible and inclusive of disabled people. Disabled people have the right to access training and vocational programmes and they should be supported to gain work experience.”* These rights apply in the public, private and self-employment sectors.

Scotland has a large and enduring gap between the employment rates of disabled people and non-disabled people. In 2017 only 45% of disabled people of working age in Scotland were in employment compared to the non-disabled employment rate of 81%. This was even lower in Glasgow at 40.7%. GDA staff and members have been working closely with Scottish Government on actions to reduce this gap by at least half, including:

- ✓ Delivering Disability Equality Training to Skills Development Scotland training providers and HR managers from Dell computers.
- ✓ Participating in planning group for National Congress on Disability Employment and the Workplace.
- ✓ Attending and running workshop at Scottish Disabled People’s annual summit which looked at “Employer-ability” – the positive steps employers can take and what support they need to employ, retain and promote more disabled people.
- ✓ Focus group with Scottish Government staff on barriers to employment and solutions to reduce the employment gap.

Specific actions in Glasgow include working with Glasgow City Council, Health and Social Care Partnership and Third Sector partners on Glasgow’s Quality Standard for Employability Services. This involves coproduction of accreditation and assessment frameworks for the Standard and may involve access audits and best practise advice.



Personal Journey: Jennifer

Jennifer has a first class honours degree in languages and lots of voluntary experience as well as previous paid employment.

As a blind person with personal experience of using assistive technology she was keen to find work with organisations that supported blind and visually impaired people or with a charity.

Jennifer travelled all over the country attending interviews with no success. Jennifer found GDA after an internet search about support available for disabled job seekers in Glasgow. Jennifer joined GDA and asked for help.

Over a period of 9 months Brian, our employability specialist worked with her to help identify suitable job opportunities. Jennifer would send draft application forms to Brian for feedback and suggested improvements and when invited for interview would have a one-to-one support session to prepare.

Eventually Jennifer's perseverance and tenacity paid off and she has secured a job in operations support with a large national charity. With GDA's help she was able to negotiate appropriate support in the workplace to allow her to carry out her job.

Jennifer says: "I'm delighted to have been offered this job after months of trying. It's been a shock to the system after so many interviews then phone calls with feedback but no job offer. I'm excited and looking forward to the next chapter! Thanks to Brian from GDA for all the help and encouragement."



Volunteering Focus: Glasgow 2018 European Championships

GDA supported the Glasgow 2018 team with advice on everything from accessible communications, ticketing, seating, volunteering, parking and plans for the cultural events. Some GDA members were supported to apply and were successful in securing volunteering roles at the Championships. As well as promoting the EC2018 volunteering opportunities to disabled people in the city, we worked in partnership with Glasgow Life on their sponsored volunteer programme. Two GDA members received additional support and mentoring

from Glasgow Life that led to them having a fantastic experience during the Championships. They are now being supported to progress to new volunteering roles around their interests in sports and culture. As you can see, the Games Mascot, "Bonnie the Seal" paid our Learning Festival a visit!



Financial Report 2017-2018

GDA has been privileged to significantly increase income during 2017-18 during challenging times of austerity and cuts: income totalled £994,841 demonstrating both incredibly hard work done by GDA and continued confidence in investing in GDA.

Funding from Big Lottery, Glasgow City Council, Scottish Government and Glasgow Health & Social Care Transformation Fund enabled us to provide much needed programmes: these tackled isolation, and built skills, strengths and capacity, empowering people individually and as a collective community, demanding human rights!



GDA has rigid protocols in place for financial management including policies and procedures for Internal Controls & Delegated Authorities, managing risk through a Risk Register and Reserves Policy. Regular budget and resources meetings as well as Board reporting and sub group scrutiny, ensure regular reviews.

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. All GDA staff engage in direct delivery of programmes – even our Finance Manager is doing her Community Development Degree and is on placement with GDA! GDA staff both comprise disabled people and keep connected with and to disabled people to make sure we remain grounded in key issues affecting us.

GDA's expenditure in 2017-2018 demonstrated a weighting to direct

delivery at 80% compared with 20% 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 mailshots reaching out to over 4000 members. GDA provides a fabulous return on investment: 1043 individual participants took part in 5006 learning opportunities, and unit costs were £157 per learning opportunity.

GDA generated 2% of funding through partnership working and consultancy and carried forward restricted funding- £187,532 out of £208,884 generating a modest amount towards our Reserves Policy.

In the challenging times ahead, GDA will make all efforts to secure ongoing investment for our programmes and supports so that we can continue our vital supports to disabled people and in turn help them to make their vital contributions.

Morag MacKay, Treasurer

Financial Statements 2017-2018

Income & Expenditure Statement

1st April 2017 to 31st March 2018

Income

£

Big Lottery	Pathways for Change (Restricted Funds)	157,636
	Change the Way (Restricted Funds)	166,667
Scottish Government	Strategic Intermediary (Core)	168,750
SG (PECF)	Independent Living in Glasgow	12,500
SIRD (SDS)	Future Visions	125,348
Community Choices	GDA Voices for Change (PB Scoping)	69,522
People & Communities	Change the Way	123,500
Glasgow City Council	Disability Equality Programme (IGF)	74,000
Glasgow HSCP (IJB)	CIRCLE Project (Transformation Fund)	48,496
Other		
	Partnership Working (Restricted Funds)	26,850
	Activities for Generating Income	21,352
	Refunds	220
Total:	Total	£994,841

Expenditure

Staffing	384,839	
Premises & Overheads	70,978	
Access Facilitation	103,482	
Programme Costs	214,611	
Governance & Legal	7,686	
Capital	1,500	
Sundries	755	
Depreciation	2,106	
	Total	£785,957
Net Income (income less expenditure)	£208,884	

Future Plans

GDA is ambitious for positive change, putting human rights, equalities and empowerment of members at the very heart of our organisation. Transformation means working together- with members, partners, politicians and the wider community too. Bringing about a more supportive culture, one which enables disabled people's rights to participation across all of life's opportunities will mean sharing key learning about how disabled people can make positive contributions, influence decisions and be visible, acting as decision makers themselves.

We will continue to build our membership, developing programmes to enable increased choices, opportunities and improved lives including peer support, trust and a sense of belonging. We will build disabled people's capacity to contribute voices, share lived experiences, analysis and solutions and will work with others to improve policies, services and decisions which affect our lives.

Moving forward GDA will:

- Celebrate 2018 Year of Young People.
- Build disabled people's participation in 2018 European Championships.
- Support disabled people to participate in democracy – specifically around Local Governance and how budgets are spent and decisions made in Glasgow and Scotland.
- Complete our Action Research into Participatory Budgeting with findings and recommendations for disabled people's meaningful involvement in PB budgets and mainstream services.

- Continue to secure resources to mitigate the UN declared "Human Catastrophe" of disabled people's lives, supporting people to build resilience through rights based approaches e.g. Welfare Rights.
- Work towards empowerment of disabled people. This starts with having a say in your own life so we will plan and implement actions to improve choice, control and independent living. We do this via working to improve rights: social security, employability and volunteering; social care and access to services; access to the environment e.g. transport, housing, City Deal & Public Realm; education, justice and Hate Crime; Democratic Renewal, Community Empowerment, participation and Local Governance.
- GDA will explore opportunities to collaborate with both Glasgow Council and Scottish Government to develop approaches and actions which:
 - Build understanding of disabled people's barriers and human rights, as a "community of interest".
 - Work together for solutions, build consensus for change and place rights at the heart of services.

We will continue our necessary focus on sustainability, paying attention to good governance, and ensuring clear and effective communications strategies. We remain true to our mission and look forward to securing more rights with and for disabled people in the coming year.

Thank you

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

For large projects and one-off funding:

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

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, including elected members 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 & valuable contribution people can make with support.
- Learning tutors and partners who deliver learning events, courses and programmes to build the capacity & confidence of disabled people.
- Simon Bain, George Drennan, Nadia Drennan, Arrivo Consulting, Scott Fleming, Janice Keddie, Sandy Nelson, AMG Training & Consultancy, Peter Patterson and Sign Language Interactions 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.
- Allander Group, J. Baillie, D. Sloan, Margaret Sinclair, Angela Gribben, William Pearson and others who wish to remain anonymous – for fundraising and kind donations.
- Jenny Speirs and Graham Ogilvie, fabulous artists who worked with us to create a range of wonderful GDA illustrations – many included in this report.

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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www.gda.scot



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