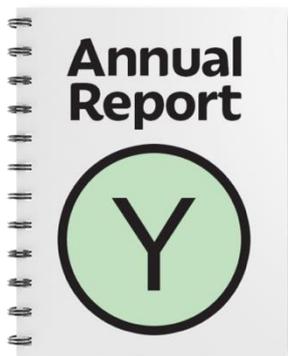


# Annual Report

Written by the Trustees  
of Disability Equality Scotland



Disability  
Equality  
Scotland

**1 April 2019 to 31 March 2020**



## Easy Read





**Disability  
Equality  
Scotland**

It has been a busy year for Disability Equality Scotland.

Our projects make disabled people's lives better.



We have more Access Panels.

We have talked with Scottish Ministers to help make national policies.



We have tried out our **Hate Crime Charter** with 3 transport providers.

We have listened to our members' feelings about Accessible Travel.

We have told travel organisations about this.



We are working closely with Transport Scotland's Accessibility Team.

We tried a Hate Crime project with their team and it reached more than a million passengers.



We have carried on working with the Mobility and Access Committee for Scotland.



We are helping them improve the Motability scheme as well as other things.



More people are using our website to get information about transport, communication and hate crime.



We moved to a new office in Glasgow in September 2019.

We are now closer to bigger spaces for training and for conferences.

We want to welcome more people once COVID-19 has ended.



Everyone on our Board helps us to stay strong and feel supported.



Our team has lots of experience and knowledge so we look forward to the year ahead 2020 – 2021.



Lots of this year's work happened before COVID-19 started. We have looked carefully at our new strategy to see if it still makes sense.



We have seen that disabled people have been affected even more than many others by the COVID-19 crisis.



There is a hashtag called #BuildBackBetter to make life better after the pandemic.



## Trustees' Report

This is the start of the Annual Report.



## Our Vision and our Mission

Our **Vision** is:

We are working towards equality, inclusion and participation for disabled people in Scotland.

Our **Mission** is to give all disabled people in Scotland a voice.

## Objectives and Activities



We are a charity in Scotland.

This Annual Report tells you what we have done between 1 April 2019 and 31 March 2020.



**Objectives** means what we aim to get done.

Our objectives are:



- To help organisations listen and talk to disabled people and let them feel more included.



- To give the public more information and to be positive towards disabled people.



## **Main Objectives for the year**

1. Get more disabled people taking part in society.
2. Help hate crime to be reported.
3. Help Access Panels to connect with each other.
4. Help Access Panels to better understand access, inclusion and equality.
5. Set up a new Youth Access Panel in Alloa and help make young disabled people's voices heard.
6. Help planning and design professionals to access really good resources.
7. Help with the Accessible Travel Framework by sharing disabled people's views.
8. Make an Accessible Travel Hub with a range of helpful information.
9. Tackle hate crime on public transport by working with other organisations.

## Membership



This part of our work was funded by:

- the Equality Unit
- Section 10 – the Access Panel Project
- Transport Scotland.



We work with our members to make life more equal for disabled people in Scotland.

We ask our members what they think., then improve our policies and tell the Scottish Government.



This year we had 70 new members.

We now have 800 members altogether.

This is 10 per cent more than last year.

**Individual members** have grown from 578 to 652.

**Corporate members** – 9 have joined and 11 have left. We now have 112 corporate members.

**Access Panels** –2 have retired. We now have 36 Access Panels.





## **News – our Email Newsletter and Magazine**

We send a newsletter to our members every month, by email. It is called Disability Equality Scotland News.

Our members tell us that they like getting it and find it interesting.

We make a Magazine called Open Door every few months.

This year we made these ones:

- Issue 51, about Inclusive Communication
- Issue 52, about Accessible Travel
- Issue 53, about Hate Crime



Our members tell us that they like the magazines and find them full of information.

## What difference have our Newsletters and Magazines made?



We send our Open Door magazine to:

- Members
- Ministers
- Organisations that we work with



If you want a copy of our magazine, please sign up to be a member of Disability Equality Scotland.

Find our membership form [here](#) or contact us by phone or email.

## Consultations



This year we did 9 full consultations with our members. We had 1416 responses altogether.

Our consultations were about things like:

- Automated vehicles
- Motability
- National Transport Strategy
- Disability Assistance
- National Falls and Fracture Prevention Strategy
- Changing Places Toilets

- Building Standards
- Equality and Human Rights Commission Strategic Plan
- Inquiry into the Criminal Justice System

## Roadshows

Our roadshows help to bring disabled people together.

This year we ran 4 Disability Roadshows:

1. On 30 May 2019 at Rural Banking, Perth – ‘Impact of Rural Bank Closures on Disabled People’
2. On 12 June 2019 - ‘Accessibility at the Edinburgh Festival Fringe’
3. On 4 November 2019 – ‘Transport to Health’ at Falkirk
4. On 11 March 2020 – ‘Gender Inequality’ at Orkney



## Inclusive Communication

This means sharing information in a way that everyone can understand.

Our Inclusive Communication Hub is [here](#).



**Inclusive  
Communication  
Hub**



We have made it better. It now has 6 important points of inclusive communication.

We have worked with:

- deafscotland
- Sense Scotland
- Royal College of Speech and Language Therapists (RCSLT)



We have worked on these projects and events:

- Solheim Cup festival 2019
- Communication for All Event
- Inclusive Communication Nation Campaign



## Easy Read

Easy Read means documents that are easy to understand, with pictures to help.

Disability Equality Scotland have worked on 26 Easy Read projects.

Our Easy Read service is [here](#).



## Weekly Polls

We get feedback from our members by asking questions in our polls.

Our polls are [here](#).

We have done 52 polls this year. We have had 5,597 answers.

We had more than double the number of answers than we had last year.

The most popular polls were these ones:

- What difference Brexit will make
- Blue Badges misuse
- The National Transport Strategy
- difficulty sorting out Transport to Health
- Motability scheme

## Disability Hate Crime

Our Disability Safety Hub is [here](#).

We began our Disability Safety Hub in October 2018. It started in National Hate Crime Week.

Our aims are:

1. To help disabled people understand what a hate crime is.
2. To help disabled people to report hate crime.





## Accessible Travel

Our Accessible Travel Hub is [here](#).

This year we ran 3 events, in Ayrshire, Aberdeen and Orkney.

These events brought together over 100 people.

They were:

- Disabled people
- Transport providers
- Local authorities
- Equality groups
- Community Transport providers

The events had talks from:

- Stagecoach
- ScotRail
- Glasgow Airport
- First Bus
- NorthLink Ferries
- CalMac





## Hate Crime on Public Transport

We learned from the 3 public consultation events in 2018.

During 2019 and 2020 we wrote a new **Hate Crime Charter** for public transport.



A **Hate Crime Charter** is a list of guidelines about stopping hate crime.

We tried out our Hate Crime Charter with 3 transport providers in 2019.

### 1. Stagecoach



Stagecoach tried out the charter in Fife, on 75 of their buses.



It was printed as a small poster with Easy Read pictures. It was put up at the bottom of the bus stairs.

Stagecoach told us that over 700 thousand passengers travelled on these buses. This shows how many people may have seen the Charter.



## 2. First Bus

First Bus tried out our Charter at their Bannockburn depot, on 50 of their buses.

First Bus told us that more than 500 thousand passengers travelled on these buses.



## 3. ScotRail

ScotRail tried out our Charter on the Fife Circle train line, at 11 train stations. A designer helped to make the posters yellow and black.

In December 2019 the Charter posters were sent to all 11 stations.



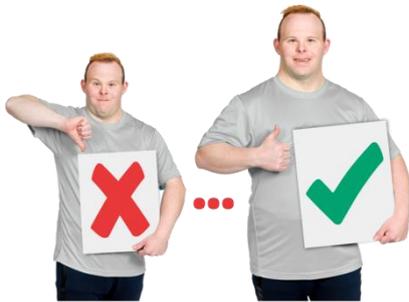
## How has the Hate Crime Charter helped?

Over 1 million passengers travelled on public transport showing the Hate Crime Charter during the 8 week trial.



The British Transport Police told us that 24 people reported hate crime during these 8 weeks.

1 report was from Kirkcaldy train station, where our poster was shown.



Half of all the transport staff wanted more training about hate crime when the pilot began.

8 out of every 10 transport staff wanted more training about hate crime when our pilot finished.

The Scottish Football Association want a Hate Crime Charter from us too.

## Inclusive Design

Our Inclusive Design Hub is [here](#).

The Hub is for:

- Planners
- Developers
- Architects
- Building professionals

The Hub has:

- Information
- Articles
- Access guides
- Case studies of best practice



## Feedback

We have had good feedback about:

- Adding more resources
- Adding contact details
- Making the accessibility better



## Future work

We will keep looking at this Hub and changing details when they need it.

We have made a feedback form to find out what people think of it.

We will keep adding new things so that people come back to the Hub again.



## Access Panel Network

An Access Panel is a group of volunteers. Many of the volunteers are disabled.

They work at making their local area better. This makes independent living easier for disabled people.

There are 36 Access Panels across Scotland. They have between 5 and 150 members each.

Access Panels are members of Disability Equality Scotland. They got money from the Access Panel Grant, which is funded by the Scottish Government.

They can also get funding from other places.

## Access Panel Grant

The Access Panel Grant is money to help Access Panels improve disabled people's local areas.

In the last year from 2019 to 2020, the Grant was given 45 thousand pounds by the Scottish Government.



## Staffing



We have changed a lot in the last year. We have a talented and diverse staff.

Our Senior Administrator Maeve Bain left Disability Equality Scotland. She had worked with us for 15 years.

Our Events, Training and Membership Administrator Gillian Smith also left.

Our Investing in Access Project Worker Anne-Marie Martin also left.



## How Disability Equality Scotland is set up

Disability Equality Scotland was set up under a Memorandum of Association.

This Memorandum chose the aims and powers of our charity.

## New trustees

During the year 2019 – 2020 our Board has these skills, knowledge and experience:

- Human Resource Management
- Governance
- Strategy Planning
- Business Management



- Risk Management
- Business Continuity Planning
- Inclusive Design Principles
- Equalities
- Access Panel work
- Lived experience as a disabled person



Board members stay on the Board for 3 years. The Board members watch the work being done and decide what can happen in the future.

Our Convener is the person who leads the Board. He or she supports the Chief Executive Officer.

## Our Funding

### Promoting Equality and Cohesion Fund, The Scottish Government

In this project we give information to disabled people in these ways:

- Our publications
- Online newsletters
- Easy Read briefings
- Events



We also wanted to improve Access to Social Justice for disabled people.

We also wanted to run the Access Panel Funding Grant to take away barriers for disabled people.



## **Section 10, The Scottish Government**

We help to run all the Access Panels across Scotland.

## **Accessible Transport for Disabled People Grant Funding, Transport Scotland**



The aim of this project is to work with Transport Scotland and other groups.

We want to make transport in Scotland even more accessible for disabled people.



## References and Administrative Details

### Registered Company Number

SC243392 (Scotland)

### Registered Charity Number

SCO31893

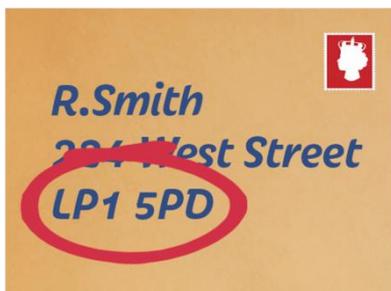
### Registered Office

Suite 204B

The Pentagon Centre

36 Washington Street

Glasgow, G3 8AZ



### Board of Trustees

These trustees were on the Board from 2019 to 2020:



- Linda Bamford
- Dorothy McKinney
- Janis McDonald
- Maureen Morrison
- Scott Stewart
- Susan Fulton
- Kenny Milne
- Carolyn Griffiths
- Colin Millar
- Steven McGhee

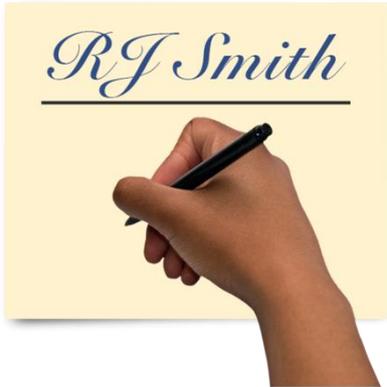
## Independent Examiner

Community Accountancy Scotland

Cameron House

Forthside Way

Stirling, FK8 1QZ



Agreed by the Board of Trustees  
on..... and signed by

..... (Trustee)

## Our Sponsors

We thank our sponsors this year:



- AccessAble
- Blackwood
- Clyde Shopmobility
- deafscotland
- Edinburgh Fringe
- Enable (Falkirk branch)
- Humanism in Scotland
- Lothian
- Motability
- NHS 24
- RBS
- SEStran
- SPEAN



**This is the end of the report.**

