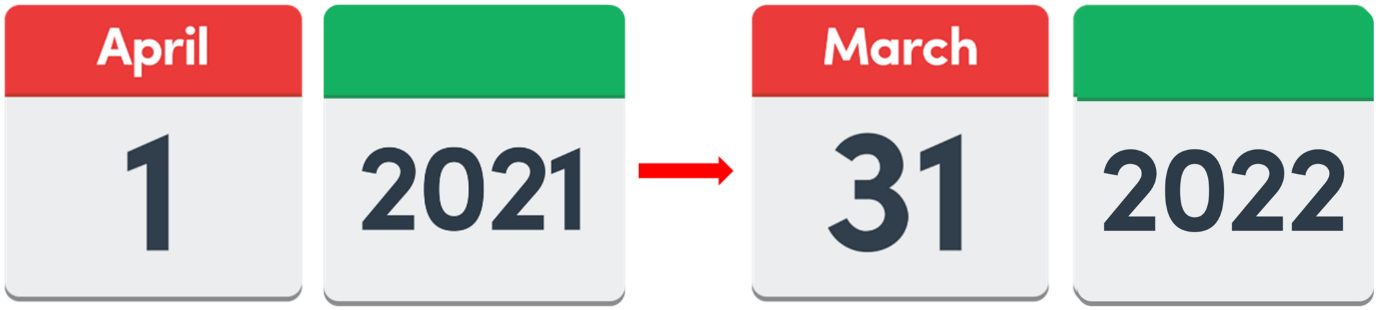




**Our work from 1 April 2021 to 31 March 2022**





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| **Introduction from Morven Brooks and Linda Bamford** | |
| A photo of Morven Brooks and a photo of Linda Bamford. | Morven is our Chief Executive Officer and is the main manager of Disability Equality Scotland.  Linda is the Convenor of the Board of Directors.  Board members are people who look at the work an organisation is doing and check it is working well. |
| a smiling woman giving the thumbs up and holding a clipboard with a large green tick | Disability Equality Scotland wants to make sure all disabled people are listened to.  We will keep using what we hear to make change happen and make people’s lives better. |
|  | This year we made sure that the biggest findings from our weekly polls were shared with the Scottish Parliament. |
| A screen meeting with smiling people on a screen and man sat looking at this screen. | We started having our events online so that everyone could join in during the COVID-19 pandemic. |
| 3 people smiling and giving the thumbs up | In May 2021 we asked our members if they had found it easier to join our events online instead of face-to-face.  9 out of every 10 people who replied said yes. |
| A woman smiling and holding her tablet, while the screen shows 5 small boxes with other people's faces at the same online event. | This year 6 out of every 10 members said they would like events that could be joined online and face-to-face.  We will work on doing this. |
| A young man and a young woman standing and smiling. | We are very happy to have 2 new young Directors now.  We thank all our Directors for all their skills and energy. |
| 3 people surrounded by a circular black line with an arrow at the end. | **What does Disability Equality Scotland do?**   * We want to make sure disabled people in Scotland are included, treated equally and can access the things they want and need to live a full life |
| A group of disabled people. | * We work to make sure all disabled people in Scotland are listened to |
| a man who is a wheelchair user talking across a table to 2 seated people. | * We work to be an organisation that disabled people can trust and know that we are honest      * We treat people with care and understand their feelings * We encourage communication between disabled people and national and local organisations |
| A woman who is a wheelchair user next to an access ramp, extra time on a stopwatch and an easy read document. | * We tell more people about disability equality and accessibility * We work to make sure people think about disability in a positive way |
| **Our objectives – what we want to happen:** | |
| A circled group of 3 people smiling.  A man using a mobility scooter talking to 2 police officers. | 1. Disabled people are included and treated equally because there is good support and services and more people know about disability equality.   **2.** More people know what disability hate crime is and how to report it. |
| 5 people meeting round a table. | 1. Access Panels will link up and support members in their work on equality and inclusion. 2. Access Panels will know more about access, inclusion and equality. |
| a man in a yellow high-viz jacket who is holding a hammer | **5**. People who work in the planning and design of buildings and spaces can use our information and advice to support accessibility and inclusive design. |
| Transport - a bus, taxi, minibus with ramp and train. | **6**. Disabled people will give their views about accessible transport and give information to the Accessible Travel Framework plan and how the work will be done. |
| A computer screen.  A group of people intimidating an older lady. | **7**. People will find information and guidance on the Accessible Travel Hub.  **8**. Organisations will work together to stop disability hate crime and disabled people being abused on public transport across Scotland. |
| **Membership** | |
| Person Centred - a person in the centre of a green circle with green lines coming from it. | We ask members what they think.  Members are at the centre of all our work and projects.  Their experiences tell us what changes are needed to make sure disabled people are included and treated equally. |
| more - a small box and a finger pointing to a larger box with a large group of people in it. | More members have joined DES in the last year.  We now have nearly 1 thousand 5 hundred members and 38 Access Panels. |
| 2 teenage girls smiling. | We have 14 Young Members. |
| **Why our Members are important** | |
| A large crowd of people with purple speech bubbles surrounding them. | We did a members survey in August 2021.  1 hundred members filled it in. |
| A woman talking with a speech bubble. | 77 members felt that they could tell us what they thought. |
| A Zoom type online meeting. A man uses his laptop and 2 people are waving from the screen. | 61 members felt that they could take part in chats and meetings |
| 3 people using British Sign Language to sign 'BSL'. A collection of speech bubbles with different languages in each one. A large print document. A braille document with a hand. | 85 members felt that they get information in a way that is accessible to them |
| Questionnaires and survey papers under a magnifying glass. | 83 members were happy with our Weekly Poll topics. |
| A questionnaire with a hand ticking an answer box saying 'not sure'. | 95 members knew about the Weekly Polls. |
| A group of disabled people looking empowered. | 72 members felt they get something good from being a member. |
| A man using a loud speaker to express himself. | 77 members agree that we speak up for disabled people. |
| A man standing with a green tick and his thumb up, next to him is a smaller image of him in the past, with red cross and thumb down. | These results help us see where we need to get better at doing things. |
| **Our Newsletter and Open Door Magazine** | |
|  | Our newsletter comes out every month.  This year it was helpful to members in sharing how COVID-19 rules were changing. |
| 3 people using British Sign Language to sign 'BSL'. A collection of speech bubbles with different languages in each one. A large print document. A braille document with a hand. | We made a special issue about **Inclusive Communication**.  **Inclusive communication** means being offered things like:   * British Sign Language * documents in a different language * Large Print * braille * Easy Read |
|  | We shared articles from organisations who are doing a good job of inclusive communication. |
| **Face Covering Exemption Card Campaign** | |
|  | DES worked with the Scottish Government to introduce a national exemption card at [www.exempt.scot](http://www.exempt.scot)  This started in October 2020. |
| a hand holding an exemption card | From April 2021 to March 2022, we have:   * sent out 47 thousand exemption cards by post * emailed 24 thousand digital exemption cards * answered nearly 2 thousand phone calls to our helpline |
| A survey page with hand ticking a box saying 'no'. | We sent out a survey to find out how helpful the cards were.  6 thousand people replied. |
| Photo of Christina McKelvie | Christina McKelvie is the Minister for Equalities and Older People.  She thanked Disability Equality Scotland and our members for quickly spotting that exemption cards were needed. |
| **Disability Webinars** | |
| A Zoom type online meeting. A man uses his laptop and 2 people are waving from the screen. | A **webinar** is an online event with:   * presentations * chat |
| A man with his thumb up next to a list of | From April 2021 to March 2022 we ran 8 Disability Webinars about:   * planning a journey * getting jobs in public authorities * the Independent Living Fund * using public transport again after the pandemic * hate crime * COVID-19 Recovery Bill * Assistance cards for travel * transport staff training |
| A group of disabled people looking empowered. | People who came said the discussions were very helpful. |
| **Inclusive Communication Hub** | |
| A screen showing DES' Inclusive Communication Hub webpage. | [www.inclusivecommunication.scot](http://www.inclusivecommunication.scot)  The Inclusive Communication Hub is online in partnership with Sense Scotland.  It gives information about accessible information.  It is getting used more and more. |
| A man standing looking at a Covid Information poster. | We used the Hub to say how important it was that COVID-19 information was given in accessible ways. |
| A sign post. | We made a resources page which told people where to look for pandemic information in ways like:   * audio * British Sign Language * easy read |
| **Easy Read Service** | |
| Easy Read Logo - a smiling woman holding a document with the title 'easy read' | [www.disabilityequality.scot/easy-read-service](http://www.disabilityequality.scot/easy-read-service)  Our Easy Read service makes written information easier to understand. |
| A woman next to a long list of ticks, with an Easy Read document being read by a man below. | From April 2021 to March 2022 we worked on 93 Easy Read projects.  Some of these were:   * COVID-19 Self-Isolation Bill * Transport Scotland’s Annual Delivery Plan * ALLIANCE * Inclusion Scotland * Police Scotland * Scottish Labour * Connecting Scotland |
| A paperwork tray with a very tall stack of paper. | We are getting more and more Easy Read work, which is a good thing. |
| Photo of Kevin Stewart MSP. | Kevin Stewart – Minister for Mental Wellbeing and Social Care – thanked us and liked our Easy Read document. |
| **Easy Read Training** | |
|  | We have made an Easy Read training course.  The course is to help organisations make their own Easy Read documents. |
| A woman smiling and pointing to a list of 3 items. | Training courses have been:   * online * hands on * made to suit the organisation |
| A price tag. | We are now charging for the training course. |
| A woman in a wheelchair with her hands up as if she is celebrating. | By March 2022 we had:   * run 5 Easy Read courses * planned 10 more Easy Read courses   Every single person who has been to this course says they would recommend it. |
| **Weekly Polls** | |
| A large crowd of people with purple speech bubbles surrounding them. | [www.yoursayondisability.scot](http://www.yoursayondisability.scot)  Our weekly polls help us find out what our members think.  From April 2021 to March 2022 we have sent out 48 poll questions.  More than 8 thousand people have replied. |
| a woman asking questions of another woman and writing on a notepad | Polls were about things like:   * face coverings * having a Basic Income in Scotland * using cars less * online meetings and events |
| A man with his thumb up next to a list of | The answers from our members have helped get information to things like:   * government consultations * COVID-19 recovery * NHS 111 service * Scottish Parliament talks about accessible toilets on the International Day of Disabled People * Parliamentary Questions * Cross Party Groups * Scottish Parliament Committees |
| **Disability Hate Crime** | |
| 4 bullies surrounding an older woman and shouting at her. | [www.disabilitysafety.scot](http://www.disabilitysafety.scot)  The Disability Safety Hub gives people information to help them understand:   * what disability hate crime is * how to report it |
|  | The Hub has videos of disabled people talking about their experiences of hate crime. |
|  | The Hub also has information about:   * COVID-19 support * a mental wellbeing guide * information about scams |
| A Zoom type online meeting. A man uses his laptop and 2 people are waving from the screen. | We worked with Police Scotland to have a webinar in October 2021.  It was National Hate Crime week and it helped more people to understand hate crime. |
| **Accessible Travel** | |
| Transport - a bus, taxi, minibus with ramp and train. | [www.accessibletravel.scot](http://www.accessibletravel.scot)  Lots of people looked at our Accessible Travel Hub this year.  It had information about service changes and COVID-19 information. |
|  | We used the Hub to let more people know about the Hate Crime Charter.  These organisations said they supported the Charter:   * the Community Transport Association * ZetTrans Regional Transport Partnership * the Mobility and Access Committee for Scotland   We now have 14 supporters. |
| A Zoom type online meeting. A man uses his laptop and 2 people are waving from the screen. | We ran 4 online webinars about transport with 1 hundred and 75 people.  You can find the recordings at <https://accessibletravel.scot/webinars/> |
| **20 Minute Neighbourhoods** | |
| A map with 'my house' in the centre and different roads showing services like a library, post office, day centre, college and cafe. | A **20 Minute Neighbourhood** means having most things you need within a 20 minute walk to and from your home. |
| logos for ALLIANCE and MACS. | We worked with:   * the Health and Social Care ALLIANCE * Mobility and Access Committee for Scotland |
| A Zoom type online meeting. A man uses his laptop and 2 people are waving from the screen. | We ran 4 webinars about 20 Minute Neighbourhoods. |
| A woman with her thumb up next to a long list of green ticks. | We talked and listened about:   * getting around * getting to services * meeting people * houses * green spaces * design |
| A laptop screen showing the word 'click'. | You can find the full report by clicking on <https://www.alliance-scotland.org.uk/wp-content/uploads/2022/05/Exploring-20-minute-neighbourhoods-report.pdf> |
| **Hate Crime on Public Transport** | |
|  | <http://accessibletravel.scot/hate-crime/>  We worked with our partner organisations to start the National Hate Crime Charter in March 2021.  More than 3 hundred thousand people saw it on social media. |
| Social Media on a computer, tablet and phone | We made hate crime posters and online images.  These travel organisations shared our posters and images:   * ScotRail * Stagecoach * FirstBus * CalMac * NorthLink Ferries |
| A crowd of people. | 15 different transport organisations now support the Hate Crime Charter. |
| 2 people standing next to a flipchart on a stand. | We are making a hate crime training course for transport staff. |
| A police officer writing in a notepad. | The Hate Crime Charter was trialled in a few places over 2 months.  The British Transport Police said that they had 24 reports of hate crime in this time. |
| 2 people standing next to a flipchart on a stand. | 8 out of every 10 transport staff said that they want more training about hate crime. |
| **Access Panel Network** | |
| 5 seated people meeting and talking | There are now 38 Access Panels with 1000 members across Scotland  A **Panel** is a group of volunteers. Most of them are disabled people, or care for a disabled person. |
| A large crowd of people with purple speech bubbles surrounding them. | They meet every month to talk about things in their local area that affect disabled people.  They work to have equality and inclusion. |
| A screen meeting with smiling people on a screen and man sat looking at this screen. | Access Panels have talked a lot about coping with the COVID-19 pandemic.  They did very well to move to Zoom meetings and to include organisations like local authorities.  There are 4 more Access Panels now and many members say that they can join in more easily with online meetings. |
| **Access Panel Grant** | |
| A pile of cash and a calculator. A man in front of a Zoom screen on his laptop. | The Access Panel Grant is money to help the Access Panels do their work.  This year less money was used for transport costs. More money was used for things like computers. |
| A man with his thumb up next to a list of | Access Panels have been:   * checking buildings are accessible * helping with changes in their local area, like Spaces for People * meeting with councils * taking part in our 2022 Access Panel Conference |
| **Staff** | |
| 3 staff members smiling and giving the thumbs up | Our staff have carried on working well from home and from the office.  We think we are getting stronger because of the skills and efforts of our staff. |
| 5 seated people meeting round a table | People are on the Board for three years and are voted in at our Annual General Meeting.  Our Convener leads the board and offers support to our Chief Executive Officer. |
| **Funding – the money we get to do our work** | |
| money - coins and notes and a finger pushing buttons on a calculator | Our money comes from:   * the Scottish Government * Inspiring Scotland * Transport Scotland   There are several funds for accessibility and equality that are given to us. |



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