

End of grant report



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Appendix One: Compliance Statement

At the end of each project we ask you to complete an End of grant report. We must monitor and report externally on the outcomes your project has achieved. This report helps us do this.

On this form we ask for details of the progress of your project for the final year. In addition we also ask about how you have achieved your overall outcomes, any lessons learnt and details on the future of your project.

Please return this form by the date specified in the attached letter. Remember that we will not be able to release any future payments unless we have received and reviewed this form.

Please remember to sign the form before returning it to us, and also make sure that you keep a copy for your records.

If you have any questions, please contact us.

Section one: Your contact details

1.1 Organisation name

Scope

1.2 Unique Reference Number

BAS/2/010267687

1.3 Project name

Disability LIB (Listen, Include, Build)

1.4 This report covers the period

16 June 2010 to 15 June 2011

1.5 Changes to details of the main contact

If there have been any changes to the details of the main contact for this grant since we were last in touch, please provide the new details here.

Title	Forenames (in full)	Surname
Dr	Stephen	Hodgkins

Position or job title

Project Director

Date of birth

08091970

Address for correspondence including postcode

Disability LIB,
6 Market Road,
London N7 9PW.

Phone number 1 (or textphone)

Fax number (if applicable)

02076197198

Phone number 2 (or textphone) if applicable

Email address (if applicable)

Tell us about any particular communication needs that the main contact has. This might include textphone, Braille, audiotape, large print, sign language or a community language.

Section two: Your project's achievements and progress

2.1 Please give a brief summary of how your project has progressed over its lifetime, concentrating on the outcomes of your project.

The activities and achievements of the Disability LIB project include;

- Capacity building work with 210 DPOs providing a range of bespoke support and engaging with over 900 disabled people.
- Facilitated 65 DPO specific events, workshops and seminars, including eight intensive human rights residential training sessions attended by 38 DPOs.
- Produced 30 short films about DPOs and capacity building issues showcasing the activities, added value and experience of disabled people engaging in organisational development.
- Developed over 60 toolkits and resources covering a range of topics including human rights, project planning, governance, income generation, inclusion and diversity and leadership.
- Undertook DPO specific research and analysis focusing on young leaders, diverse communities in the North West, future strategic drivers of DPOs and access to mainstream capacity building.
- Ran leadership initiatives with young disabled people, BME disabled people and senior representatives in DPOs.
- Distributed over £60k to 40 small DPOs to undertake tailor made capacity building solutions, including consultation events, developing websites and management and trustee training.

A significant amount of capacity building work for Disabled Peoples Organisations has been achieved through the Disability LIB project. We have performed extremely well against the six original outcomes and milestones. Through our engagement we have built up detailed knowledge of capacity building needs and issues facing DPOs and are working to further this with a related research project. We had some success in raising the profile of DPO capacity building issues, the relationships with mainstream organisations and DPOs requires further development to improve dialogue and profile so support and opportunities for cooperation are inclusive of DPOs.

In the final months of the project we conducted an independent evaluation that enabled us to reflect on successes and challenges, including communication and monitoring issues across the partnership. A key focus, and success of our work has been to push forward the principles of the human rights and inclusion as being central to the work of DPOs, which we believe we have had great successes with and demonstrated some innovative aspects of work.

We believe that our work has helped consolidated the mission and objectives of DPOs, and allies, as human rights organisations, and we feel this has been the greatest achievement of Disability LIB. We hope that our work will leave a strong legacy of empowerment of DPOs that does not allow for structures, systems and financial concerns to be used as barriers to, or excuses for not ensuring the rights of disabled people.

2.2 Tell us about your progress towards achieving your project outcomes in the last year of your project. It is important that you let us know the date milestones have been achieved. If there has been a delay, tell us the impact on achieving the outcome.

Overall we have completed all of the 6 outcomes and believe we leave a significant legacy for Disabled Peoples Organisations. We used established project management methods to monitor and evaluate the project. This included quarterly monitoring and scrutiny of partners activities, peer review and gathering of participant feedback at training events, workshops and other activities. During the final months of the project we conducted an independent evaluation which helped us create our final report and a copy is attached to this report. While there was some delay and revision to some of the outcomes, all of which has been noted within previous monitoring reports, these have now been satisfactorily completed. Specific information relating to revisions and delays is include in Table 1. Summary of Disability LIB BLF Outcomes and Milestones to June 2011 in 'DIS LIB BLF yr3 FINAL report 06 June08.June11 by Alliance Central.doc' and is attached to this report.

Project outcome 1:

- Outcome:** By March 2011, 200 regional and sub-regional disabled person-led organisations will have received high quality capacity building support which enables them to be more effective in providing services to disabled people.
- Milestone:** 1 away day for 19 new members of staff and relevant support workers across the 7 Alliance member organisations delivered
- Timescale:** June 08
- Milestone:** 15 Development Workers, 2 Capacity Building Officers, 1 Project Manager and 1 Monitoring and Compliance Administrator recruited to the project
- Timescale:** June 08
- Milestone:** 5 tool-kits/ guides in a range of accessible formats produced and disseminated to 200 participating DPOs and the wider third sector
- Timescale:** March 11
- Milestone:** 52 new DPO participants through local, regional and media, particularly focussing on additional BME and rural DPOs recruited
- Timescale:** Oct 09

Milestone: Disability LIB website as a gateway to the project and a resource library for all accessible toolkits and guides produced established and "live".

Timescale: November 09

Milestone: Modules, training programmes and formats devised for the delivery of 76 bespoke training sessions, regional workshops and seminars delivered

Timescale: Oct 09

In the space provided below tell us more about your progress towards achieving this outcome. Explain how you have achieved the milestones and how you have measured this. Show progress towards numbers where appropriate and towards planned timescales. If you did not achieve the milestones within the planned timescales, tell us how this will affect your project.

Work with 210 DPOs has been recorded across wide range of topics and issues. A further 59 DPOs receive eupdates and information from us. In addition a wider DPO stakeholder group of 407 individuals received e-updates, information and alerts. This group includes individuals from DPOs and other parties, such as statutory, voluntary and other agencies. The DPO database contains records of 454 DPOs that have been tracked through the work of Disability LIB. The work with DPOs includes bespoke support around, governance, project planning, facilitating team away days, providing mentoring support, offering conflict resolution, finance and budgeting and advising on managerial issues. We provided most bespoke work to new and small groups, where as medium or large sized organisations engaged more often with training events, workshops and other initiatives, focused on issues such as human rights, young disabled people, leadership, the Equality act etc. Through this work we have picked up knowledge about what capacity building issues DPOs require support with, such as governance, commissioning and inclusion issues, and why DPOs are not engaging with mainstream capacity builders, for reasons such as access and relevance.

The document entitled 'DPO Database', attached with this report, gives details of those receiving capacity building support from us. As can be seen from this document a range of support has been provided to DPOs. This includes, bespoke support around, governance, project planning, facilitating team away days, providing mentoring support, offering conflict resolution, finance and budgeting and advising on managerial issues such as Human Resources.

Milestones

i) Recruit 19 Staff – COMPLETED. As detailed in previous reports, a total of 25 staff were have been appointed across the 7 partner organisations. At People First despite advertising 4 times for the 'Money Manger' post, they were unable to recruit. To address this they allocated tasks associated with the role to existing staff and an external consultant.

ii) Deliver an Induction Day – COMPLETED. Induction day held OCT 08, attended by 16 people and 3 supporters across Disability LIB. A further day, specifically focused on Equality was held in Feb 09.alliance.

iii) Set Up www.disabilitylib.org.uk Website – COMPLETED. The website is fully functional and includes a range of resources and videos about the work or Disability LIB and issues relevant to Disabled Peoples Organisations. We have also developed an integrated DPO database system, that will enable virtual office functions to enable functionality beyond current the funding. This will ensure a positive legacy and

enable continuation of activity with minimal input and resources.

iv) Attract 52 New DPOs – COMPLETED. A total of 117 DPOs 'not on original list' recorded on Database as receiving support.

v) Devise Modules for 76 Bespoke Training Sessions/workshops and seminars – COMPLETED. A total of 65 open sessions/ events were completed. The attached 'DIS LIB Events List.xls' gives brief details of the 65 events, workshops and seminars organised across the Disability LIB partnership. Further bespoke, one off sessions were held with individual groups. The attached 'DPO database.xls' document gives details of these and capacity building work undertaken.

vi) Develop 5 DPO tool-kits/guides – COMPLETED. A total of 62 toolkits and materials have been created. This covers a wide range of topics and includes 30 short videos available on the website. The videos are organised into 4 themes; Disabled Peoples Organisations, Human Rights & Campaigning, Running a Disabled Peoples Organisation, and Leadership. The 62 toolkits are assigned across these themes. A full list of the toolkits is included in 'DPO toolkits.xls' and is available from Alliance Central.

Project outcome 2:

Outcome: By March 2011, produced 200 capacity building audits that identify the specific capacity building requirements of every beneficiary disabled person-led organisation paying specific attention to regional, cultural and impairment related trends

Milestone: 226 DPOs consulted to assess capacity building requirements of the disability sector -completed in development grant phase

Timescale: Jul 07

Milestone: Findings quantified on a monthly, quarterly and annual basis for statistical and reporting purposes and share findings across the Alliance

Timescale: March 11

Milestone: National capacity building audit on the needs of the disability sector for disseminated to all participating DPOs and the wider third sector - completed in development grant phase

Timescale: Aug 07

Milestone: National database of organisations capturing detailed monitoring and evaluation of all activities set up

Timescale: June 08

In the space provided below tell us more about your progress towards achieving this outcome. Explain how you have achieved the milestones and how you have measured this. Show progress towards numbers where appropriate and towards planned timescales. If you did not achieve the milestones within the planned timescales, tell us how this will affect your project.

This outcome was mainly completed within the 1st phase through 'Thriving and Surviving report' and is focused on DPO capacity building audit and information. There are several aspects of activity that can be included in here as part of the final reports that will be useful to promoting the cause and case for future support work with DPOs. This includes ALLFIEs 'Pushing for Change' and pilot project model for DPOs to include young disabled people, 'DENWs' Lancs BME, traveller & LGBT report, UKDPCs & DAAs work on human rights, People First's regional checks and knowledge from self advocacy groups and ENC's work with its ambassadors relations between DPOs and BME groups. Additionally, the database provides regional trends about DPOs and as part of work with NCVO we carried out financial analysis of DPO income and could be included under this heading.

i) Consult with 226 DPOs to assess capacity building requirements of DPOs – COMPLETED in phase 1 of project.

ii) Produce a national DPO capacity building audit – COMPLETED in phase 1 of project.

iii) Deliver 200 DPO assessment/diagnostic reviews – COMPLETED. A final 'public' report based on the achievements and learning of the Disability LIB project was launched at the final event in September 11. This highlights challenges and opportunities for Disabled Peoples Organisations, include trends and characteristics about them, draw on the learning from our experiences of delivering capacity building support and put forward some key recommendations for future DPO initiatives. A copy of the report 'Disability LIB legacy and learning' is attached with this report.

iv) Set up and maintain national database of DPOs COMPLETED. The DPO database contains records of 454 DPOs that have been tracked through the work of Disability LIB. The database is integrated within the website in a password protected space and contains a list of fields that can be used to analyse trends relating to DPOs. A copy of the DPO database is attached to this report.

v) Report findings on a monthly, quarterly and annual basis - Monitoring information was collected by each partner and recorded in the quarterly monitoring forms. Alliance Central role was to collates this information, along with weekly and monthly summaries of contact with DPO's.

Project outcome 3:

Outcome: By March 2011, delivered increased access to key mainstream structures and decision making processes for 200 disabled person-led organisations.

Milestone: Establish the Alliance Central Access Fund, with the resources to support volunteers and participating DPOs to pay for the additional costs that will enable them to access mainstream meetings and training

Timescale: Sept 09

Milestone: In co-ordination with NCVO 8 fully inclusive voice and advocacy workshops delivered which bring together social change champions from the disability and non-disability sectors

Timescale: April 10

Milestone: Intensive coaching through monthly meetings between "Pilotlighters" and selected charity directors from 12 DPOs, to delivered
Timescale: March 11

In the space provided below tell us more about your progress towards achieving this outcome. Explain how you have achieved the milestones and how you have measured this. Show progress towards numbers where appropriate and towards planned timescales. If you did not achieve the milestones within the planned timescales, tell us how this will affect your project.

This outcome was focused on building relationships with & facilitating access to mainstream capacity building organisations and activities. While we have had some success through our access fund, work with Pilotlight and NCVO, the relationships with mainstream organisations and DPOs requires further development to improve dialogue and profile so support and opportunities for cooperation are inclusive of DPOs. We have identified that further work focusing on the accessibility of provision or opportunity, such as support from Community Voluntary Services or commissioning would help local DPOs, including support to help build consortiums.

i) Deliver, with NCVO 8 voice and advocacy workshops – COMPLETED, but revised. This milestone was revised due to changes at the beginning of the project. Two pieces of work contribute to this milestone, i) 'Less Course, More Conversations' roundtable event and report that highlighted some issues about 'Mainstream Capacity Building and DPOs', and ii) work with NCVOs Third Sector Foresight team that produced 6 DPO specific drivers, and held 2 workshops with DPOs to carry out strategic analysis.

ii) Deliver intensive coaching through "Pilotlighter" to 12 DPOs – Partly COMPLETED. We commissioned Pilotlight to work intensively with 7 DPOs, from which there are positive results although take up was slow and due to budget issues we did not meet the original target of 12. While useful, the Pilotlight approach suits more established groups and requires a lot of input from DPOs'. A summary report of the work undertaken by Pilotlight is available from Alliance Central. No issues for concern were raised and feedback from the DPOs has been positive.

iii) Distribute Access Fund – COMPLETED. Through the Access Fund we provided £61K to 39 DPOs to attend capacity building conferences, events, training sessions, organise in house events, volunteer costs, equipment and other activities/items.

Project outcome 4:

Outcome: By March 2011, improved the ability of 200 disabled person-led organisations to influence and engage with key bodies such as Regional Development Agencies and Local Authorities.

Milestone: Bespoke support delivered to 15 aspiring DPOs per year (45 in total) to enable them to support their disabled client groups as viable organisations, capable of participating in local decision making forums

Timescale: March 11

Milestone: E-bulletin format for information on policy updates, legislative change and human rights information to 200 DPOs and all Alliance Central website enquirers, set up for monthly circulation .

Timescale: July 08

Milestone: Inclusion Standard" drafted as a good practice model of working with young disabled people as the next generation of disabled leaders

Timescale: March 09

Milestone: Intensive residential workshop format and training module established to be delivered to 18 DPOs giving overview of relevant laws statutes and policies; what disability and human rights implies and; how to build up a body of evidence and the role of DPOs in monitoring and evaluation

Timescale: Aug 08

Milestone: Specialists in the Disability Movement produce specific research and additional capacity particularly focussing on Centres for Independent Living

Timescale: March 11

In the space provided below tell us more about your progress towards achieving this outcome. Explain how you have achieved the milestones and how you have measured this. Show progress towards numbers where appropriate and towards planned timescales. If you did not achieve the milestones within the planned timescales, tell us how this will affect your project.

This outcome is focused on engagement and effectiveness of DPO voice. The work on human rights by UKDPC and DAA has been very well received and could be developed further so as to increase the use of human rights arguments in advice and advocacy provision. The young disabled peoples leadership and inclusion work provides a model for getting groups to be more inclusive or youth in their organisations; and even enabled some groups to secure funding for projects. Aspects of our work, such as the campaigning training work that resulted in changes to the Apprentiship law, contributed to an increased in influence of DPOs at the local and national level. Much more work is need to promote and define the unique and defined role of DPOs and their added value within the wider voluntary sector. DENW's recent work supporting its members to pursue legal challenge against the council for withdrawing services shows good example of how exposure to advanced legal knowledge can support equality work of DPOs.

i) Deliver 6 intensive 'disability & human rights training workshops' to 18 DPOs COMPLETED. Disability Awareness in Action delivered 8 workshops from 38 DPOs and distribute 30 human rights e-newsletters. This was delivered through practical and engaging sessions designed to bring to life the UN Convention on The Rights of Persons with Disabilities, international legal instruments as well as national laws and practices. Delegates leave with a toolbox of knowledge and skills, enabling them to take appropriate action in their communities and localities to make human rights of disabled people a local reality.

ii) Produce monthly 'disability & human rights' E-bulletin COMPLETED, Disability Awareness in Action distribute 30 human rights e-newsletters. See <http://www.daa.org.uk/?page=newsletter>.

iii) Create DPO "Inclusion Standard" COMPLETED. This Includes three aspects of ALLFIEs work i) Young Disabled People Leadership DPO partnership pilot projects, ii) Young Disabled Peoples Leadership resource, including the 'Pushing for Change' report and testimonies and resources from the pilot projects, presented in an

accessible video format, and iii) DPO Inclusion Standard toolkit. The products and materials produced as part of this milestone are included on the website.

iv) Commission Disability Movement research, influencing and negotiating COMPLETED. Several aspects of activity relate to this milestone. We commissioned Essex Coalition of Disabled People to run 3 DPO leadership workshops in Nov and Dec 09. UKDPC led a human rights monitoring in a DPO project. This worked with 9 DPOs who run advocacy services across England to develop a sustainable and useful system of recording and monitoring Human Rights abuses. DENWs' carried out research relating to BME, traveller & LGBT communities in Lancashire. A roundtable workshop was held with NCIL looking at the 'Added Value' of DPOs, from which a short report will be produced soon. All of the activity relating to this milestone will be included within a final public report to be launched in September 2011.

v) Deliver bespoke support to 45 aspiring DPOs COMPLETED. This was allocated to UKDPC as part of their work plan. UKDPC report work with 122 new DPOs and was partly completed by the UKDPC regional events programme. This was designed to give space for external agencies to speak and discuss their regional, and local, agendas. This provides opportunities to formally meet, and informally network with, these agencies, providing a point of contact and a familiar face to deal with. These events also provide opportunities for informal networking and workshops, allowing DPOs to communicate stories of success, and failure, with each. This inter-DPO transmission of information, advice, and peer support provide a new UK-wide network of support.

Project outcome 5:

Outcome: By March 2011, 200 disabled person-led organisations will have developed distinct and innovative services that offer bespoke, quality support to ethnic and gender specific groups of disabled people.

Milestone: 36 BME DPOs identified as ICAN sites (involvement, choice and Advocacy) across the 9 Lottery Regions

Timescale: March 10

Milestone: Easy read template for Annual Review and Accounts, staff handbook and PQASSO quality assurance packs for dissemination to 110 DPOs and upon request from the Resource hub, developed in consultation with Companies House and the Charities Commission.

Timescale: March 11

Milestone: Leadership training module developed for 18 BME ICAN sites

Timescale: Sept 08

Milestone: Training module developed for the delivery of 1 training session on "Involving Young disabled people" for Alliance members

Timescale: June 08

Milestone: Training module developed for the delivery of 1 training session on "Learning Disability, equality and easy read" for Alliance members

Timescale: December 09

Milestone: Training modules developed for the delivery 6 training sessions on race and interfaith issues for Alliance members
Timescale: June 08

In the space provided below tell us more about your progress towards achieving this outcome. Explain how you have achieved the milestones and how you have measured this. Show progress towards numbers where appropriate and towards planned timescales. If you did not achieve the milestones within the planned timescales, tell us how this will affect your project.

This has been focused on distinct support for excluded groups of disabled people, focusing on young disabled people, BME and People First groups. People First work on diversity within self advocacy groups has raised understandings of equality and difference within their networks. ENC's ambassador and mentoring programme has focused on BME disabled people mental health and criminal justice systems. DENW's research with BME, LGBT and travellers in Lancashire provides useful insights into barriers and responses needed from community groups. The young disabled people's leadership research by ALLFIE has increased awareness of need for DPOs to improve engagement of young people in their organisations. Further we provided training on the Equality Act, and produced train the trainer resources specifically for use by DPOs.

i) Leadership training module for 18 BME ICAN sites COMPLETED. 26 BME disabled people engaged with Equalities National Council (ENC) Ambassador training programme and receiving ongoing support through ENC office.

ii) Develop 36 BME DPOs as ICAN sites (involvement, choice and Advocacy) COMPLETED, but with fewer numbers than planned. 23 BME DPOs received ICAN module training materials and support from ENC. This is lower than expected and is attributed to difficulty in finding BME DPOs or interested parties from other groups to engage with programme.

iii) Develop and deliver 6 training sessions on race and interfaith issues for Alliance members COMPLETED. In November 2011 ENC held a one day event 'We do Business 2 - Disabled People, Involvement, Choice and Advocacy' involving Disability LIB partners, disabled people, officials in the public and private sector, voluntary organisations and anyone interested in community advocacy and mentoring. This was attended by 60 people from variety of BME and DPO organisations.

iv) Training module developed on "Involving Young disabled people" for Alliance members COMPLETED, but revised. As previously reported following the reduction to ALLFIE's budget and delivery schedule this has been revised. The actual training session has not been planned to be delivered, rather ALLFIE has been producing a monthly Campaigns & Policy Briefing focused on education and equality issues and is working on an 'Inclusion Standard', which was distributed across the Disability LIB network. This provided each of the partners with core information regarding 'involving young disabled people'.

v) Develop training session on "Learning Disability, equality and easy read" for Alliance members COMPLETED. People First delivered training session to Alliance Central and all partners received People First easy read picture resource.

vi) Develop easy read templates for Annual Review and Accounts, staff handbook and PQASSO quality assurance packs COMPLETED with revisions. A range of easy templates are available and have been distributed to People first members and will be available via the website. People First have produced easy read versions of the PQASSO guidance and have distributed to members. While contact has been made with PQASSO to request that they adopt these, no response has been received. Also, they have submitted and had accepted their Annual Report in an Easy Read format to the Charities Commission and Companies House and given this as an example to People First groups, which they plan to work with to mount a campaign to get them to accept accounts in easy read formats.

Project outcome 6:

Outcome: By March 2011, successfully sustained the UK's first capacity building consortium of key disabled person-led organisations that is actually led by disabled people.

Milestone: 3 National Disability LIB annual conferences for all Alliance members, 200 DPOs and the wider sector delivered

Timescale: March 11

Milestone: Project Steering Board set up to oversee the whole project and six smaller project management committees to oversee the activities of the individual Alliance Members

Timescale: December 09

Milestone: Reporting and monitoring frameworks established between Project Manager and Project Board, and Project Manager and Project staff

Timescale: December 09

In the space provided below tell us more about your progress towards achieving this outcome. Explain how you have achieved the milestones and how you have measured this. Show progress towards numbers where appropriate and towards planned timescales. If you did not achieve the milestones within the planned timescales, tell us how this will affect your project.

A future plan and has been created that includes our distinct approach to capacity building DPOs, the need for future project to support them, our work to date and a brief consideration of the opportunities and challenges in the external policy context. The legacy of Disability LIB, including the toolkits, materials, videos, audio and data will be available via the website will be handed over to UKDPC. A report, created specifically for public use that highlights challenges and opportunities for Disabled People's Organisations based on the achievements and learning of the Disability LIB project will be created from the final monitoring information and that this public report was launched on 6th September 2011.

i) Deliver 3 National Disability LIB annual conferences COMPLETED. Three conferences were held, the first in London May 2009, the second in Gateshead on 19th February, in partnership with Gateshead Access Panel and the third on 9th April, facilitated by ALLFIE and led by Young Disabled People engaged in the project. Each focused on current issues and future trends for Disabled Peoples Organisations.

ii) Set up Project Steering Board and six local project management committees

COMPLETED. The Programme Steering Group, made up of CEOs of each partner organisation met bi monthly throughout the life of the project and each partner developed a local steering group..

iii) Sustain Disability LIB partnership beyond 2011 ONGOING. Exit plan and future strategy document created. A copy of the Disability LIB Exit Plan and Future Strategy is included with this report and the website and its management will be handed over to UKDPC.

2.3 Tell us about any unexpected outcomes you achieved during the period of the grant. Tell us what the outcome was, how you measured it and when you achieved it.

There have been a number of additional outcomes from the project to report. These include;

Disability rights watch project – Building on the DAA training sessions this web based human rights evidence gathering resource is being used to support the creation of a shadow report to the UN. This furthers legal protections and is important to raise awareness of as a tool for advocacy work.

DENW's members legal challenge – DENW describes how they have 'grown and matured' into a human rights and equality organisation. Through exposure to national networks and access to legal knowledge DENW has lead a local campaign to challenge Lancashire council on practices that have disadvantaged local disabled people.

ALLFIE's changes to the apprenticeship bill - The participation of young disabled people in ALLFIEs campaigning work around the Apprenticeships Bill removed one of the major barriers on eligibility criteria.

Video web resource – The number of toolkits produced has far outnumbered those initial planned significantly. The production of thirty short videos about capacity building and disabled people has allowed for a much more interesting and engaging format. This will be significant in the legacy of the project.

External environment – The changes within the external political environment have had a massive impact on DPOs, affecting both funding and activity. While the political agenda's relating to 'empowerment', 'user involvement' and 'public service outsourcing' remain central to the style of proposed policy changes the size and profile of DPOs remains limited and is increasing losing out to bigger disability sector organisations and others. Future initiative may need to emphasise partnership working and cooperation to address this.

2.4 Has your project brought about the changes you expected it to?

Please tell us what changes your project did bring about in the lives of the people or organisations it helped. If your project did not bring about expected changes please explain the reasons for this.

The impact of the project has been huge both within and outside of the partnership. An independent evaluation has been conducted and highlights a range of issues relating to conduct and activity. Additionally, we note the following as significant what impact the project has made.

Human Rights – A central principle to our work has been to promote disability as a

human rights issue. This has been challenging for groups to understand and imbedded within their working practises. This is not necessarily due to a lack of commitment or understanding, but rather because of the way DPOs activity is linked to contracts and funding requirements. However, where DPOs are able to be flexible and utilise human rights this can increase profile and give weight to the arguments around the issues.

Increased profile & network – There has been an increase in the number of DPOs active within the Disability LIB network and the partner organisations, as well as a promotion of the distinct issues and role of DPOs to stakeholders across community, government and other bodies. This has meant greater engagement of partner organisations in DPO related matters emerging through policy changes.

Partner capacity building – There is a recognition across the partnership of the internal capacity building resulting from the project. This as led to valuable learning about delivering support to DPOs, as well as organisational resilience to varying levels across the partnership. This was something underestimated at the start and possibly contributed to delay's to aspects of delivery.

2.5 Please attach examples to demonstrate how your organisation has acknowledged the support of the Big Lottery Fund in all publicity produced covering the period of the grant. In the box below, provide details of what examples you have attached.

We made sure that we reference that our funding was from the BLF and we used logo's on printed and electronic materials. Attached is a range of materials where the log was used.

2.6 Tell us about any learning points from your project. Include any examples of self-evaluation.

There are several aspects of learning and reflection to take from the project.

Characteristics of DPOs – We have built a unique understanding and knowledge base about DPOs. This includes organisational characteristics, such as income, geography and activity and other DPO specific issues; such as the lack of BME DPOs, the low level of employment of people with learning disabilities in self advocacy groups, the views from young disabled people, LGBT, BME and traveller communities engagement with DPOs,

Partnership working – Working in a partnership has been positive for those involved in Disability LIB as it has helped build infrastructure within the individual organisations, creating supportive links and new networks. Due to some changes at the beginning of the project the coordination of the programme steering group faced some challenges in decision making and scrutiny of activity across the partnership in terms of the six BLF outcomes. However, despite differences in identity, values and size we have made significant progress and a range of benefits for DPOs can be reported.

Future needs – Through the activity we have recorded a number of needs relating to DPOs infrastructure and capacity building issues. These include, further promoting the unique role, profile and added value of DPOs, including how disabled people are expert in designing and evaluating initiatives concerning them, as well as the need for greater attention to inclusion, diversity and work addressing aspects of multiple

discrimination. There are very distinct organisational issues about governance and human resources, funding and sustainability, networking, and ensuring an up to date and DPO specific analysis and dissemination of policy, legislative and other changes.

2.7 Please provide in the space below the name(s) of any new posts funded by us in the last year, their salary and their start and, if appropriate, end dates. You should keep details of the recruitment process as we might ask for them later.

Post	Post holder's name	Full time or part-time	Salary £	Big Lottery Fund cost £	Dates of employment	Length of contract
n/a						

Section three: Financial information

In this section we ask you about expenditure and income related to your project. We ask you to tell us in detail what costs were incurred during the last year, and to tell us how these costs were met. We also ask you to confirm your expenditure for the life of the project.

Please note that you may need to explain how you reached your budget figures. Please, therefore, keep all your calculations readily available.

3.1 Please tell us how you spent the BIG grant over this project year (see the front cover for when your project year starts and ends).

Costs	Total project costs for year		Big Lottery Fund grant for year		
	Agreed Costs* £	Actual expenditure £	Funding received £	Actual expenditure £	Overspend / Underspend £
Revenue costs					
Salaries, N.I. & Pension	710	771	710	771	-61
Freelance Fees & Recruitment	262	303	262	303	38
Training, Travel & Other	318	307	318	307	11
Total revenue costs	1,290	1,381	1,290	1,381	-12
Overheads					
Staff	94	104	94	104	-10
Accommodation					

Utilities					
Total overheads	94	104	94	104	-10
Capital costs					
Equipment	7	0	7	0	7
nb - costs in £000s					
Total capital costs	7	0	7	0	7
Total costs	1,391	1485	1391	1485	-15

* These are the costs agreed at your last End of year report.

3.2 If there is a significant difference between the funding received and the grant actually spent, tell us the reasons for this and about any potential impact this might have on the project.

Across the seven partner organisations there is a -£15k overspent. This has been accommodated across the the partners and relates to a number of areas including higher than anticipated staff and overhead costs.

3.3 Provide a breakdown of actual expenditure for the duration of your project. In the last column, include any money not spent. You are required to return this money to us so we can use it to fund other projects.

Costs	Total project budget		BIG Lottery Fund grant		
	Agreed costs*	Actual expenditure	Agreed costs	Actual expenditure	Overspend / underspend
Revenue Costs	3,932	3813	3932	3813	119
Overheads	269	370	269	370	-101
Capital costs	40	58	40	58	-18
Total	4241	4240	4241	4240	1

* These are the costs agreed during the lifetime of the project

Section four: The future of your project

4.1 What have you done in the last year to allow the project to be sustainable after the grant is finished?

A future plan and has been created that includes our distinct approach to capacity building DPOs, the need for future project to support them, our work to date and a brief consideration of the opportunities and challenges in the external policy context. A report, created specifically for public use that highlights challenges and opportunities for Disabled People's Organisations based on the achievements and learning of the Disability LIB project will be created from the final monitoring information and that this public report was launched on 6th September 2011.

4.2 Please include in this report details of plans for the continuation of the project. If the project is finished, please give details of your exit strategy.

The future facilitation of Disability LIB will be overseen by UKDPC. This will include the website, resources and archive materials. Contact with the partners and the informal network of DPOs that has been established over the last three years will be made as and where appropriate. While no funding is secured at present, UKDPC plan to pursue opportunities for funding for projects associated with the recommendations made in our legacy and learning report.

Section five: Information about your organisation

5.1 Since your last End of year report, have you changed your governing document?

Yes No

We have to ensure that our grants are being paid to organisations that meet our eligibility criteria. When we awarded you a grant we considered your organisation to be eligible on the basis of the governing document you sent to us.

If you have made any changes over the last year that we are unaware of, you must inform us on these changes as soon as possible.

5.2 If you are a non-statutory body, you have to send us your organisation's annual accounts for each year in which you have received or spent any of our grant. Please ensure that our grant is shown as a **restricted fund** and that it is acknowledged as coming from the 'Big Lottery Fund'. See the standard terms and conditions you agreed to for more information about this.

Have you enclosed your annual accounts?

Yes No

If no, please remember to send us a copy of your accounts once these have been approved and signed by a member of your management committee and externally audited or independently evaluated as appropriate for your organisation.

5.3 Since your last End of year report, have there been any changes to the authorised signatories?

Yes No

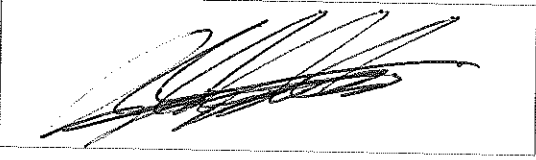
If yes, please give details of the changes below:



Section six: Signatures

This form must be signed and dated by an authorised signatory.

1. I declare that to the best of my knowledge, the information given in our End of grant form is correct and complete.
2. I understand that the information provided in our End of grant form may be circulated and discussed with any person or organisations helping the Big Lottery Fund evaluate our project.
3. I have read the Compliance statement (attached as Appendix one) and confirm that my organisation has complied with every item.
4. I confirm that the management committee or governing body knows about this report and that all sections have been completed and as far as I know all the information given in this report is accurate.

Title Mr	Forenames (in full) Richard	Surname Hawkes
Position in organisation CEO		
Signature 	Date 29/11/11	

Appendix one: Compliance statement

Tick boxes to certify that:

1. Our grant has been used by this organisation exclusively for the project as described in our grant application and in accordance with the grant agreement, and any major changes to the project have been agreed in writing with the Big Lottery Fund.	<input checked="" type="checkbox"/>
2. There have been no major changes to this project during the last 12 months other than what we told the Big Lottery Fund about, which have received written approval.	<input checked="" type="checkbox"/>
3. Our organisation has not received duplicate funding for this project to date.	<input checked="" type="checkbox"/>
4. Our organisation has declared all sources of funding for this project to date.	<input checked="" type="checkbox"/>
5. Our organisation has not changed its constitution about its aims, payment to members of its governing body, distribution of assets (whether on a dissolution or not) or admission of members (where it has a membership).	<input checked="" type="checkbox"/>
6. Our organisation is keeping full and proper accounts and records, including invoices, which show how the grant has been used.	<input checked="" type="checkbox"/>
7. Our organisation has an equal opportunities policy that is carried out and regularly reviewed.	<input checked="" type="checkbox"/>
8. Our organisation has child protection/vulnerable adult policies and procedures in place.	<input checked="" type="checkbox"/>
9. Our organisation has not disposed of any BIG funded assets in the past year	<input checked="" type="checkbox"/>
10. Our organisation is following all statutory requirements and other laws and regulations relating to the project and its work including adherence to employers' liability insurance; the national minimum wage; the working time directive; health and safety; child protection; data protection and intellectual property rights legislation.	<input checked="" type="checkbox"/>

Beneficiary monitoring

Please note that this information is being gathered for monitoring purposes only and will not be used to review the progress of your grant. You need only complete the sections that are relevant to you.

1. Ethnic background of direct beneficiaries

Was your project directed at, or of particular relevance to, people from a specific ethnic background?

No	<input checked="" type="checkbox"/>
Yes	<input type="checkbox"/>

If you have answered 'No' please go to question two. If you have answered 'Yes' please indicate the ethnic background of the people who benefited from your project, ticking up to three categories.

White	
British	<input type="checkbox"/>
Irish	<input type="checkbox"/>
Any other White background	<input type="checkbox"/>

Mixed	
Mixed ethnic background	<input type="checkbox"/>

Asian or Asian British	
Indian	<input type="checkbox"/>
Pakistani	<input type="checkbox"/>
Bangladeshi	<input type="checkbox"/>
Any other Asian background	<input type="checkbox"/>

Black or Black British	
Caribbean	<input type="checkbox"/>
African	<input type="checkbox"/>
Any other Black background	<input type="checkbox"/>

Other ethnic background

Chinese

Any other

2. Gender

Was your project directed at, or of particular relevance to, people of a specific gender?

No

Yes if yes, please tick, Male

Female

3. Age

Was your project directed at, or of particular relevance to people of a particular age group?

No

Yes if yes, please tick, 0-24 years

25-64 years

65+ years

4. Disability

Was your project directed at disabled people, or of particular relevance to people with disabilities?

No

Yes

5. Faith

Was your project of particular relevance to people of a specific faith?

No

Yes

If yes, please indicate the faith of the people who benefited from your project (you may select more than one box)

Christian

Hindu

Jewish

Muslim

Sikh

Buddhist	<input type="checkbox"/>
Other	<input type="checkbox"/>

6. Sexual orientation

Was your project directed at, or of particular relevance to, lesbian, gay or bisexual people?	
No	<input checked="" type="checkbox"/>
Yes	<input type="checkbox"/>