

May 2023

Chair's Report – Shona Tate

A very warm welcome to all members, members families, supporters, and partners to this year's Annual Report.

The great news is that we have managed to navigate through a very challenging year as Covid recovery has happened around the world. Thanks to everyone for their personal and financial support, however little or large this has been, it has gone a very long way to help us achieve the great work done by the charity.

DSUK is an organisation that is led by its members, and we are extremely grateful for your feedback and support to help us keep developing the charity to help suit your needs.

It is still a very challenging period for the charity and my sincere thanks go to Virginia Anderson (CEO), the Trustees and all the staff who have worked together to engage with members, build up our school programmes, supported all fundraising opportunities, supported our groups to restart where possible, facilitated and staffed the holiday activities, with the help of our volunteers, and helped get DSUK back on track.

Getting our members back being active in a safe environment and supporting you to be able to do this has been our priority. Thank you for being patient and working alongside us to allow this to happen.

In the report that follows you will find a very clear assessment of where the charity currently sits, the progress we have made in many areas and the challenges that we have still to overcome, some short term, some longer term.

Unusually, at this AGM you will not be asked to approve accounts. The board of trustees, following advice from our auditors, have realigned the charity's financial year to a more standard April to March cycle. This means that there will be a further General Meeting in the Autumn when you will be asked to approve accounts covering the 18-month period from October 2021 to March 2023. Resetting the financial year will help us to align more closely with typical funding cycles, tax years and billing cycles, with all holiday income being shown in a single year rather being carried over financial years.

Our financial position is monitored daily by the SMT, and our Audit and Risk Committee are keeping a very close eye on our position receiving reports regularly. We will continue to do this on our road to recovery.

The Trustees are looking forward to having a face-to-face General Meeting in the Autumn where members, trustees, family members, supporters and volunteers can all come together and celebrate as one big DSUK family.

Wishing you all a wonderful Summer.



CEO Report – Virginia Anderson

The year that has passed since the last annual general meeting has been another that has brought huge challenges but also seen DSUK make considerable progress in many areas. I am very grateful to the volunteers, staff, trustees, and members who have supported us during this period.

Strategy

After consulting with members and partners during the summer of 2022, a new three-year strategy was launched in the autumn of 2022. The strategy has helped us focus on what is most important to our members and to the wider sector.

It has four key strands of work that address the question “what does success look like?”:

A strong adaptive snowsport community: where all are welcome and are part of a community where they can learn, have fun, build skills and friendship, and contribute.

An inclusive snowsport sector: that welcomes and includes everyone regardless of disability, injury or experience. Every club, umbrella organisation, governing body, and provider is aware of the barriers facing disabled people and is committed to removing them. Disabled people are represented and included.

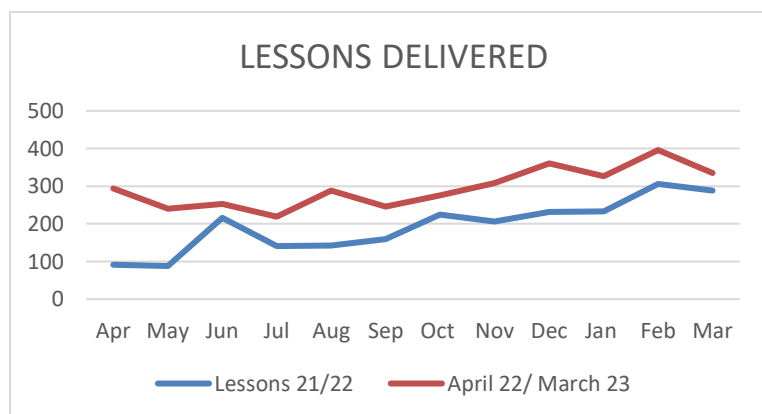
Fundraising with purpose: a diverse funding portfolio is the driver of change and success at Disability Snowsport UK and beyond.

A sustainable, resilient organisation: a strong organisation which enables disabled people to be supported across DSUK’s activities and we, in turn, can support the disability and snowsport sectors to empower and include disabled people in snowsport.

Over the summer, we will again launch a survey to understand priorities of members and help us set priorities in realising our strategic goals during the year ahead.

A strong adaptive snowsport community:

As DSUK continued to rebuild from the pandemic, lessons numbers have steadily grown and the last year shows in an increase of 52%, with 3,540 group and individual lessons provided during April 2022 until March 2023.



With help from a core grant from the Garfield Weston Foundation and a development grant from Sport England we have successfully developed new projects and increased the range of activities on offer. This has included welcoming eight new partner organisations to work with us during the first nine months of the SE funded activity. These include:

- Henshaw's Society for the Blind (Manchester)
- Sense (Hemel Hempstead)
- Dorset Ortho clinic (Tamworth)
- Group activity days with Matt Hampson Foundation
- Whizz Kids (Tamworth)
- Dwarf Sports Association (Tamworth)
- Nova Sports (Hemel)
- Sight for Surrey (Sandown)

The funding has enabled us to focus on developing the staff team through training and qualifications, and created protected development time for work with allied health professionals, exploring social prescribing and trying and testing new activity.

Notable successes of the last year include the introduction of summer activity days for families and the full reopening of DSUK at Cairngorm Mountain for the first time in many years with support from Awards for All Scotland.

Disabled children are not often able to take part in activities with their non-disabled brothers or sisters. Being able to welcome families together opens up a world of possibility:



"Thank you so much for organising today and including both the girls in it. They have really loved it and Sophie has already been proudly telling her Nannie and Grandad about it"

"Eliza loved the challenge of the snowboarding and having a day with her sister doing the same thing"

"I'm so glad she's found a hobby she loves and gets so much from it"

A key priority is to remove barriers to taking part, and this starts at the very beginning of someone's journey with DSUK. The launch of online booking in March 2022 has continued to make it easier for clients to book lessons, with around 40% now booking this way each month reducing waiting times and enabling people to book lessons outwith office hours.

The increased numbers of group activities and dry slope lessons means we can offer more affordable opportunities for people where cost is a significant barrier. For every £1 someone spends with DSUK we need to raise almost £2 in matched funding. We will continue to monitor costs, pricing and fundraising in order to do our best to make lessons more affordable for more people.

The closure of Snow Factor at Braehead, Glasgow in November 2022 has had a major impact on our work in Scotland. We have worked closely with the landlords and others to monitor the situation. The landlords supported us to recover all of our equipment and filing from the centre. Some lessons have been diverted to dry slopes at Glasgow Ski & Snowboard Centre and Midlothian Snowsports Centre. We are also now operating a new partnership with Bearsden Snowsport Club, Glasgow.

These dry slopes are only suitable for some skiers, and we continue to work towards achieving a return to Braehead in the future. Due to the sudden nature of the closure, we have also informed the Charity Commission of the loss of this centre as a major risk to the charity's operations.

We are currently recruiting for a new Snowsport School Manager for Scotland. Sadly, due to the closure of Snow Factor, our snowboard instructor has now had to secure full time employment in a different industry, and we can now only offer very limited adaptive snowboarding activities in Glasgow.

Over the last year we have worked closely with Snowsport Scotland to support the UK development pathway activities, with regular development sessions taking place across the UK and working on the Parallel Lines race series to help introduce adaptive skiers to informal racing.

Local Groups:

All local groups have now returned to activity and the staff team are currently rolling out log book training to support the volunteers to develop their skills and experience. There have been staff changes within the organisation that has made sufficient support for the groups more difficult. Plans are now in place for 2023 to improve this position so that we can localise support for groups as the UK wide approach has not been successful for a number of years. By focussing on regionally led relationships with each group we hope to provide a stronger link between the schools, groups and wider sector activity in each area and build stronger relationships for learners and volunteers.

We wish Josef Tautscher, Development Officer, our congratulations as he takes up a new role at Scottish Disability Sport and look forward to working with him in the future.

Our sincere thanks go to every volunteer who has given their time, enthusiasm and experience to their local group over the last year. The volunteers create priceless opportunities for skiers and snowboarders of all kinds, and we remain grateful for their support and commitment.

The Pendle and Manchester local groups will be holding a meeting soon to plan their future, with the potential of a simplified structure to be agreed with members so that they can provide more activities and a shared approach across the North West region. Notification about this meeting will be sent out over the coming weeks.

Holidays:

The first holidays since pre-pandemic took place in March 2023, with four groups travelling to Andorra. We will return to Andorra in 2024, with an additional resort on offer.

Post Brexit, the role of British instructors working in the EU is still being resolved in a number of countries. We have worked closely with the Austrian tourist office over the last nine months and hope to reach a position soon whereby we can travel there in 2024.

The volunteers who support the holidays are crucial part of the DSUK team, and their role in bringing joy to so many skiers and snowboarders is significant. Thank you for making these trips possible.

Priorities for the year ahead include:

- Introducing a new certification system so that all learners can set goals and manage their own learning journey in a way that is meaningful for them. The new certificate system will replace the Snow Life awards.
- Understanding our impact – there remains work to be done on accurately reporting the number of learners we work with, not just lesson numbers and understanding the impact of

taking part in snowsport. We have improved in this area with online feedback and reviews and will continue to build on this work.

- Further development of group activities such as the new after school club in Tamworth, exclusive slope sessions in Manchester and learning disability focussed group lessons in Glasgow.
- Developing lessons at new sites including Rossendale in Lancashire, to provide affordable, accessible lessons on dry slopes in partnership with local clubs and venues.

An inclusive snowsport sector:

A major focus of the last year has been building and rebuilding relationships with key sector partners including BASI, Snowsport England, Snowsport Scotland, the Outdoors Industry Association and similar organisations. We are committed to ensuring that they have a better understanding of the needs of adaptive skiers and snowboarders and can create more opportunities to welcome disabled people to their activities and member clubs, and work in partnership with us on shared activities and strategic objectives. This has also included supporting the development of modular qualifications and CPD activities so that snowsport instructors can widen their skills and knowledge.

We have also taken part in the National Academy for Social Prescribing Skills Share programme to help us understand and connect with partner organisations to learn about the opportunities that this emerging practice has for DSUK.

We are also engaging with several commercial partners to help raise their understanding of the needs of disabled people in their businesses so that travel, clothing, staff knowledge and other providers can help make the world of snowsport more inclusive and accessible for all.

Fundraising with purpose:

Fundraising is at the heart of our strategy, rather than an operational aside. It plays a crucial role in ensuring that we can keep lesson prices at a rate comparable with lessons for non-disabled skiers and snowboarders and ensure that the organisation is well managed. We are now working on a full cost recovery basis on all proposals and have a stewardship plan in place so that donors and partners know the impact of their giving for our learners.

During the last year major changes have taken place within the fundraising team as we welcomed Ian Plested, Fundraising Manager and Roz Webster, Partnerships Officer to the fundraising team. They have been joined by Bonnie McGhie-Convery who is covering Bis Deveraux's maternity leave. Josef Tautscher has been working with the team two days per week, focussing on trusts and grants. Josef leaves the charity in June, and will be replaced by an interim fundraiser before a permanent replacement is recruited.

The team have settled down well and we now have the skills in place to diversify DSUK's income from fundraising. Proper planning and a new database are supporting this work.

Income from fundraising improved during the last financial year with income rising to £323,586. The six month results between October 2022 – March 2023 show income of £240,907. This is a considerable improvement and highlights the impact of Crystal's donations to the charity for the first 'normal' winter of operations since pre covid. This has made a significant impact on our cash flow.

Increased capacity within the team is helping, but new work is taking time to build and yield results. However, we have welcomed new partners and supporters to DSUK and, in particular IGLU, the UK's biggest ski travel agent.

It is likely that the spring and summer months of 2023 will remain difficult, particularly with the future of our partnership with the Co-Op at risk due to staff changes within the business.

SOS Appeal: The summer period of last year was a very difficult one for the charity with fundraising income at a low and recruitment of new staff underway. We may not have survived this period without the support of everyone who supported the appeal. Our sincerest thanks go to all the donors and fundraisers who supported us during this challenging time.

DSUK remains grateful to every person who has gone to great lengths to raise money for us or who continue to support us through their gifts. We simply wouldn't be here without you.

A sustainable, resilient organisation:

Finance

As mentioned in the chair's Report, at this AGM you will not be asked to approve accounts. The board of trustees, following advice from our auditors, have realigned the charity's financial year to a more standard April to March cycle. This means that there will be a further general meeting in the autumn which will be asked to approve accounts covering the 18-month period from October 2021 to March 2023. Resetting the financial year will help us to align more closely with typical funding cycles, tax years and billing cycles, with all holiday income being shown in a single year rather being carried over financial years.

The figures contained in this report are for information. They are currently unaudited and subject to change. The results from this year's unaudited accounts and last year's accounts are summarised as follows:

	£	18 months
Income	2020/21	21/23
Donations	236,632	464,699
Charitable Activities	70,668	470,827
Other Trading Activities	55,795	92,304
Investments	2	97
Total	363,097	1,027,927

Expenditure	2020/21	21/23
Raising funds	59,562	50,386
Charitable activities	445,955	1,002,709
Total	505,517	1,053,095
Surplus/deficit	-142,420	-25,168
Funds		
Restricted Reserves	134,798	64,123
Unrestricted Reserves	59,436	104,943
Total funds	194,234	169,066

The recent year's accounts are for an 18-month period, but nonetheless show very much improved results. However, unrestricted reserves remain low and managing cash flow is being monitored closely by the Audit & Risk committee.

April and May will produce losses, however, events planned for the summer together with a strong performance from the schools should help rebalance this as we head towards the busier winter period. General funds are below our target and may remain so for at least another year to 18 months.

Cost control is still an active priority, with high levels of scrutiny on every contract and expenditure under continuous review.

Bounce Back Loan

In April 2021 DSUK secured a loan of £50,000 from the government's Bounce Back Loan scheme to ensure there is sufficient cash in place to continue operations. The loan funds provide additional stability for DSUK, and managed well, show the trustees' commitment to ensuring that all necessary steps have been taken to steer the charity through uncertainty. They also provide evidence to funders and our auditors that we have considered both current future cash flow and reserves. These funds remain as a ringfenced reserve and have not been drawn on.

Repayments on the loan have begun, and the current balance has been reduced to £42k.

Reserves

The unrestricted reserves figure has increased, and the restricted reserves have decreased due to pre-paid holidays and lessons having been delivered, restricted grant funding on projects has been drawn down and some equipment assets have been reclassified with input from the auditors.

The current reserves policy is to hold reserves that are adequate to see us through the out of season months. This is currently a target of £100,000. Unrestricted cash funds are still below this level. £60,099 of General Unrestricted funds are reported in the draft accounts.

The Fundraising and PR committee are currently exploring options for additional income generation, working towards a target of building £300,000 cash reserves within five years.

Strategy

The strategy launched in October 2022 has enabled us to focus more clearly on our values and the key drivers of our work. It has helped us generate new activity and focus on the needs of our learners, members and the snowsport and disability sectors.

The trustees monitor performance against key metrics of the charity's business and we are working towards more targeted reporting that will help us ensure that we are effective, understand the impact of our work, and can see progress beyond day to day lesson numbers and financial performance. We are also exploring how the Values can be used to assess performance and help decision making, strategically and operationally.

A member survey will be sent out to all members during the summer as part of our continuous review so that we can ensure that the strategy and annual performance measures and activities meet members' needs.

This year the survey will include monitoring questions covering Diversity and Equality measures so that we can ensure that we are reflective of the people we serve and better understand our community.

Governance

The trustees are committed to operating at the highest possible standards and have undertaken both skills assessments and board effectiveness work this year to understand what additional skills are needed and improve the strategic oversight of our long term future.

Two trustees are due to stand down in the autumn and two more in 2024. Trustee recruitment will take place during the summer, and we encourage members to apply and share the opportunity widely.

We would like to note our congratulations to Carmel Teusner, Vice Chair who is nominated as a finalist in the Scottish Charity Awards Trustee of the Year award, in recognition of all the work she has done to improve DSUK's governance, policies and process. This is a testament to the hard work of the trustees and their commitment to good practice in all that we do.

The Uphill Ski Club of Great Britain, trading as Disability Snowsport UK
Glenmore Lodge Grounds
Aviemore
PH22 1QU

Charity Registration 287106 | Scottish Charity Registration SC040699 | Company no.1681335

DSUK Trustees



Chair of the Board
Board of Trustees

Shona Tate



Vice-Chair of the Board
Board of Trustees

Carmel Teusner



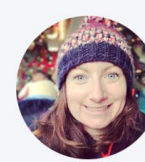
Company Secretary
Trustee/Director
Board of Trustees

Robbie King



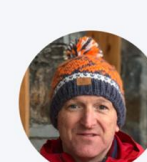
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Trustee/Director
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Shona Marsh



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Josh McDonagh



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Peter Rankin