



BDEF (Bristol Disability Equality Forum): 2025

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OBJECTIVES AND ACTIVITIES

Our purpose as a charity (according to our constitution)

BDEF CIO's objectives are to relieve the needs of Disabled people for the public benefit, who are residents in Bristol and the surrounding area, in particular but not exclusively, by the promotion of equality, diversity and independence through the provision of services, support, information and training.

Who are we (in our language)?

We are a Disabled people led organisation where all decisions are made by Disabled people. We create the space and support for Disabled people in Bristol to speak for themselves, to each other, and to those in power.

What do we do?

We have three pillars of work. They are ...

- **Community Development:** we support and run spaces where Disabled people can connect, organise and take action on the things important to them.
- **Peer Support:** we run groups and one-to-ones across the city that offer solidarity, wellbeing support and space for shared experiences.
- **Voice and Influence:** we make sure Disabled people's voices and opinions are heard everywhere from a grassroots level to policy and strategic decision making.



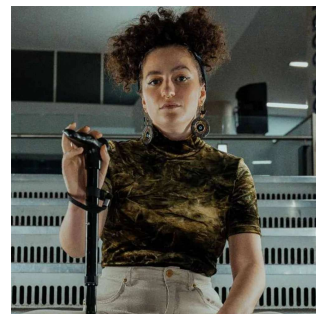
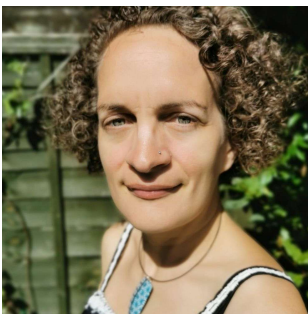
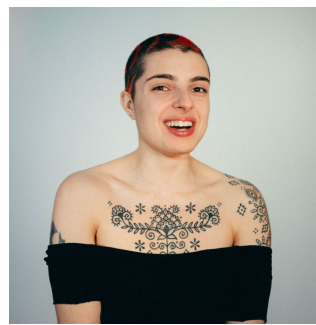
What has happened in 2024 – 2025?

In 2024/25, we expanded the staff team, developed policies, expanded our community development work (i.e. supporting Disabled people, particularly our members, to develop connections) with our members' forum meetings, and delivered peer support sessions.

We also worked to officially transfer from Bristol Disability Equality Forum to BDEF CIO, and have planned for the future through our 'Planning BDEF's Future' (Theory of Change) project and an organisational re-brand, in collaboration with and co-designed by our members.

Trustee Statement

Throughout the year, the trustees have been mindful of the need to have regard to the Public Benefit, and all their activities and decision making reflects this, and they have worked within the Charity Commission guidance.



ACHIEVEMENTS AND PERFORMANCE

Main Achievements

Staff and trustees have worked hard to reestablish BDEF as a credible and reputable organisation, both in the eyes of its potential funders and its our community.

Over the past four years, BDEF (Bristol Disability Equality Forum) has gone through significant transformation to strengthen its structure, identity, and community engagement.

Leadership & Structural Change:

- 2023: Departure of long-term Director.
- 2024: Trustees organised an organisational review and started major reforms.
- November 2024: BDEF CIO was created, starting to transfer assets from Bristol Disability Equality Forum and creating a new governance structure.

Organisational Development:

- Launched a new website (Dec 2024) and introduced monthly newsletters and regular communications.
- Bought our technology systems and began a Theory of Change process to set out three-year priorities.
- Started rebranding the organisation and began improvements in member management, Equality, Diversity and Inclusion monitoring, and communications.

Community Re-engagement:

- Membership grew by **83%** since late 2024, supported by new engagement options (e.g., ally membership).

- Rebuilt staff team with new Director (Jan 2025) and expanded capacity by August 2025.
- Strengthened and grew trustee board to make sure of community-led governance.

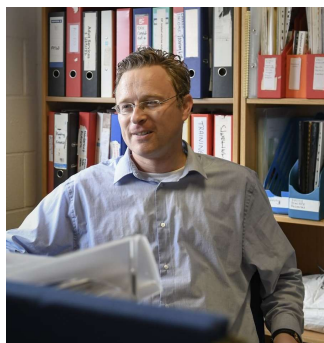
Core Activities & Impact:

- **Voice & Influence:** Active on 15 local policy boards and national DPO England Forum, starting to restore Disability Equality to strategic agendas.
- **Peer Support:** Regular sessions (in-person and virtual) with strong outcomes. 90.5% of feedback participants made new connections; 76.2% reported improved confidence; 92.3% would recommend sessions.
- **Community Development:** Renewed local Disability group engagement, fostering social connection and advocacy.

Achievements:

- Robust organisational foundations.
- Growing, re-energised membership.
- Consistent delivery of core activities.
- Strong advocacy presence locally and nationally.

BDEF is now positioned for growth and greater impact, with a clear focus on empowering Disabled people to speak for themselves, to each other, and to those in power while influencing policy to advance Disability Equality.



FINANCIAL REVIEW

Financial Position

BDEF CIO (charity number: 1211026) is a new CIO built on the legacy of Bristol Disability Equality Forum (charity number: 1146576).

BDEF CIO is inheriting the assets and liabilities of Bristol Disability Equality Forum and these will be reflected in the charity's first-year accounts. Once this transfer has taken place, Bristol Disability Equality Forum will be shut down with BDEF CIO taking over operations and operating solely. The charity reporting for Bristol Disability Equality Forum is up to date (on time) due to this organisation having been in operation since 2012.

The CIO has received the remaining funds from the previous charity's bank account to start its charitable activities in a good financial position and the funds transferred to the CIO on 31st August 2025 totalling £164,488.46. The information detailed here will therefore reflect the opening balances of BDEF CIO.

We have been told that we have been successful with our funding application for Bristol Impact Fund 3 which means a number of our staff members have their job roles secured for another 4 years. We have also agreed in principle a contract with Bristol City Council to do a piece of work with them for 3 years, meaning we will be able to recruit a worker but also to contribute to the salary of the Director. All funding applications have a full cost recovery element included in them to cover core costs. We are also applying for small grants to cover core costs in our day-to-day activities.

BDEF CIO was registered with the Charity Commission on 21 November 2024. The year-end at registration was therefore 30th November 2025, however this was extended to March 2026 to ensure the year-end follows the dates of the financial year. The first full set of accounts will therefore be prepared for the extended 2024–26 financial year and presented at the 2027 AGM, covering activity from 21 November 2024 to 31 March 2026.

Signed by:

Delali Latzoo

Delali Latzoo (BDEF Treasurer)

BDEF's Sources of Funds

- Bristol Impact Fund 2 (ending March 2026)
- Bristol Impact Fund 3 (beginning April 2026)
- Lloyds Bank Foundation (ending December 2027)
- Paid partnerships and collaborations with Community and Voluntary organisations (i.e. Your Parks Bristol and Bath and SARI)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charitable Constitution

We have a constitution which you can view [here](#).

We are a CIO (Charitable Incorporated Organisation). A CIO is a legal form for charities in England and Wales. It was introduced to give charities the benefits of incorporation (like limited liability and a separate legal identity) without needing to register as a company.

Trustee Selection

Trustees are appointed/reappointed by members at the AGM each year.

Trustees can appoint new trustees during the year subject to application and interview.

You can find out fair recruitment policy (which covers trustees) [here](#).

You can find the information about the trustee interview process [here](#).

BDEF 2025 Trustees

Trustee name	Office	Dates acted	Name of person (or body) entitled to appoint trustee (if any)
1. Jessica (Yiska) Ansell	Co-Chair	Nov 2024 - Present	Trustee board – standing for re-selection at AGM
2. Mike Harris	Co-Chair	Jun 2025 - Present	Trustee board – standing for re-selection at AGM
3. Delali Latzoo	Treasurer	March 2025 -	Trustee board –

		Present	standing for re-selection at AGM
4. Jesse Cooper	Trustee	Nov 2024 - Present	Trustee board – standing for re-selection at AGM
5. Helen Ince	Trustee	May 2025 - Present	Trustee board – standing for re-selection at AGM
6. Alun Davies	Co-Chair	Nov 2024 – Sept 2025	Trustee board
7. Gigi El-Halaby	Trustee	Nov 2024 – Nov 2025	Trustee board
8. Devon Lowndes	Lead Facilitator	Nov 2024 – Sept 2025	Trustee board

BDEF Trustee Comments



“Becoming a BDEF Trustee provided me with an opportunity to bring my lived and professional experience together to work with others in supporting members of this fantastic organisation.”



“As Co-Chair of BDEF, this past year has been one of big changes, steady growth, and renewed energy. Together, we have made real progress.”



“I feel really proud of the work we’ve done so far and am excited for how we might grow and find new ways to support Disabled people.”



“As treasurer I have been able to apply my current university knowledge in Accounting and Finance in a practical way. This has given me the opportunity to strengthen my technical skills and ensure that BDEF’s resources are used efficiently.”

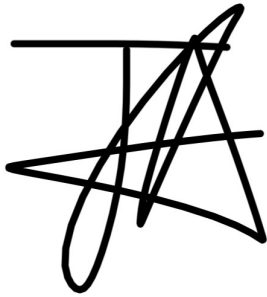


“I was delighted and honoured to be appointed as Co-chair recently. These are exciting times working with our members, staff, and trustees to build on their great work and keep pushing forward for Disabled people’s rights and inclusion. I’m looking forward to continuing this work.”

DECLARATIONS

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:

A stylized, handwritten signature in black ink, consisting of several overlapping loops and straight lines.

Yiska (Jessica) Ansell (BDEF Co-Chair)

Mike Harris

Mike Harris (BDEF Co-Chair)

