

BRITISH DEAF ASSOCIATION

England & Wales · Charity number 1031687

Details

Other names	BDA, BDA NORTHERN IRELAND, BDA SCOTLAND, BDA WALES
Status	Registered
Legal form	Charitable company
Company number	02881497
Registered	1994-01-18
Register	View on the Charity Commission register

Contact

Address	St. Johns Deaf Community Centre 258 Green Lanes London N4 2HE
Phone	020 3835 5125
Email	finance@bda.org.uk
Website	www.bda.org.uk

Activities

Objects: TO RELIEVE DEAF PEOPLE AND TO ADVANCE THEIR EDUCATION AND TRAINING

Activities: BDA currently provides various services: (1) Deaf Children, Youth and Families; (2) Deaf Community Advocacy; (3) Deaf Community Development and Empowerment; (4) Deaf Heritage Films; (5) Deaf International; (6) Media, Communications and Membership; (7) Policy, Research and Campaigns; and (8) British Sign Language. Community offices based in London, Belfast, Cardiff, Derby and Glasgow.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** IN PRACTICE UNITED KINGDOM
- Northern Ireland
- Scotland
- Throughout England And Wales

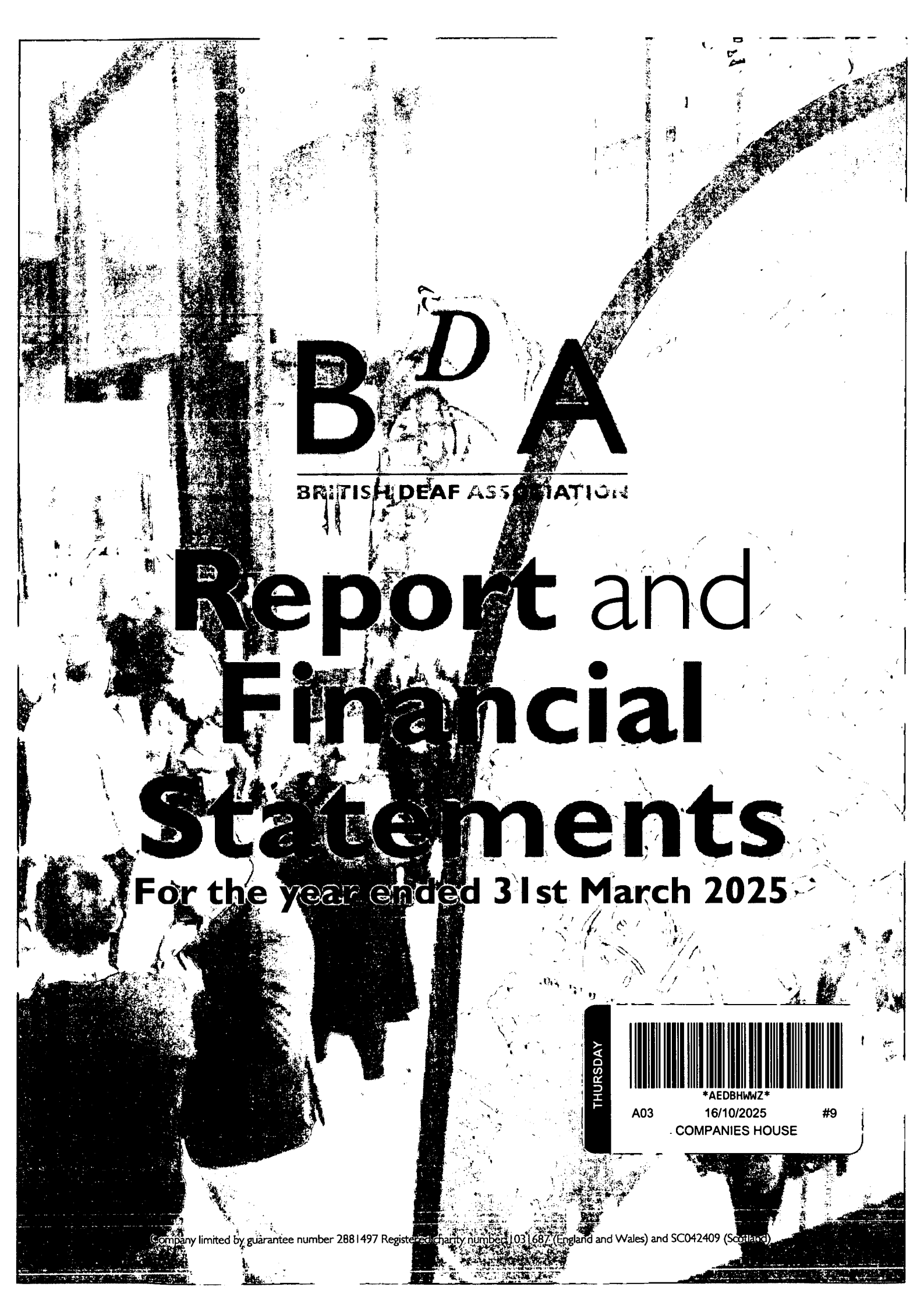
Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,477,672	£2,173,573	£3,597,719	24
2024-03-31	£2,538,437	£1,411,960	£3,293,620	23
2023-03-31	£1,531,952	£1,095,194	£2,167,143	25
2022-03-31	£1,505,388	£744,018	£1,730,385	36
2021-03-31	£1,325,038	£1,017,396	£969,015	50

Trustees

Name	Role	Appointed
Ahmed Mudawi		2023-01-11
HAMZA SHAIKH		2022-11-05
Jeffery Drew		2025-11-22
John Denerley		2025-11-22
Michael Kyriakides		2026-02-19
Mohammed Irfan Yusuf		2023-11-11
Robert Adam		2024-06-26
Victoria Nelson		2024-11-17

Accounts



BDA

BRITISH DEAF ASSOCIATION

Report and Financial Statements

For the year ended 31st March 2025

THURSDAY



AEDBHWZ

A03

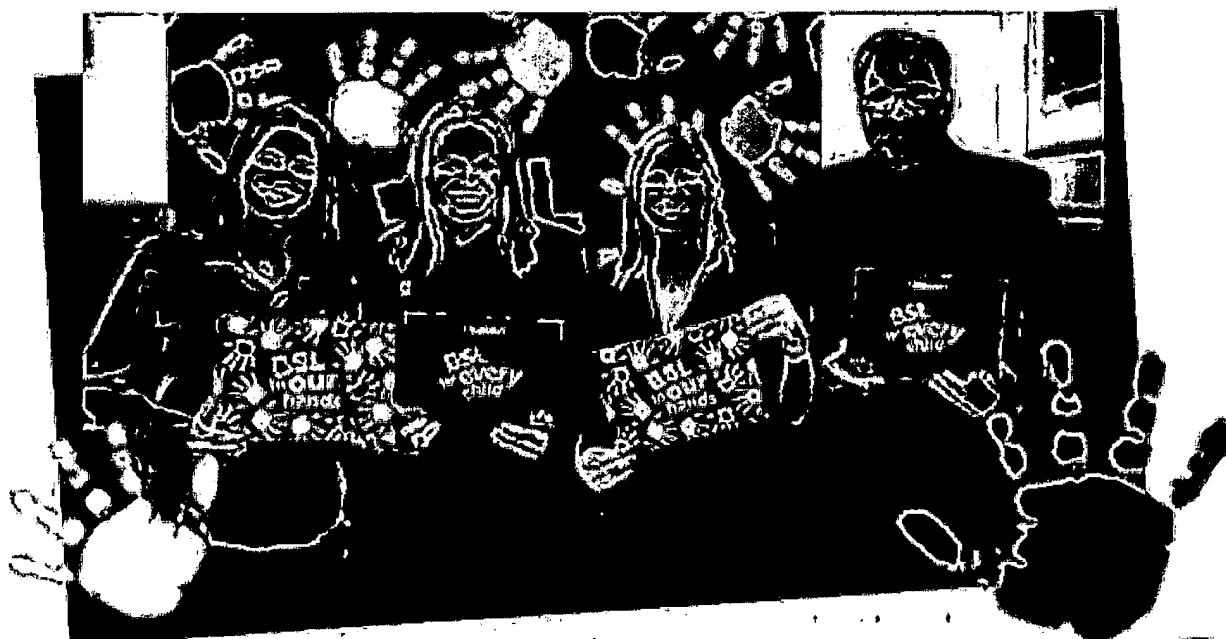
16/10/2025

#9

COMPANIES HOUSE

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REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees

Dr Robert Adam

Chair from 16th November 2025. Trustee term commenced 26 June 2021

Jonathan Evans

Hon Treasurer from 5th November 2022

Hamza Shaikh

Term commenced 5th November 2022

Ahmed Mudawi

Term commenced 11th January 2023

Caroline Doherty

Term commenced 11th November 2023

Irfan Yusuf

Term commenced 11th November 2023

Victoria Nelson

Term commenced 16th November 2024

Departing Trustees during 2023-24:

Jeff Brattan Wilson

Appointed 11th November 2023, resigned 6th August 2024

Abigail Gorman

Vice-Chair from 6th November 2022. Resigned 19th May 2025

Company number:

2881497

Charity number:

1031687

Scottish Charity number:

SCO42409

Registered office:

St. John's Deaf Community Centre,
258 Green Lanes, London, N4 2HE

Chief Executive:

Rebecca Mansell

Bankers:

HSBC Bank plc,
29 English Street,
Carlisle, Cumbria, CA3 8JX

Solicitors:

Farrer & Co LLP,
66 Lincoln's Inn Fields,
London, WC2A 3LH

Auditors:

Price Bailey LLP,
24 Old Bond Street,
London, W1S 4AP

WHO WE ARE

Trustees' Annual Report 2024-25

The Trustees are pleased to present their annual report and audited financial statements for the year 1st April 2024 to 31st March 2025.

Who we are

Founded in 1890, the British Deaf Association (BDA), is a national Deaf people's organisation run and led by Deaf people for Deaf people. The BDA represents the signing Deaf population of the UK and plays a crucial role in promoting British Sign Language (BSL) and Irish Sign Language (ISL) in Northern Ireland, as an integral aspect of the UK Deaf community's cultural heritage.

As a Deaf-led membership organisation, the BDA is recognised by the World Federation of the Deaf (WFD) and the European Union of the Deaf (EUD) as the sole legitimate voice of the BSL/ISL community. The BDA is dedicated to achieving equal rights for Deaf individuals and leads advocacy and campaigning for BSL and ISL. These efforts culminated in the historic legal recognition of BSL through the BSL (Scotland) Act 2015 and the UK-wide BSL Act in 2022.

As the national guardians of BSL and ISL, we are responsible for protecting, preserving and promoting our native sign languages for future generations. We exist to ensure a world in which the language, culture, community, diversity and heritage of Deaf people in the UK is respected and fully protected.

We promote the advancement of human rights and equality for Deaf people by collaborating with our members and stakeholders to influence governments to access services in our own language: BSL and ISL, the first or preferred language of approximately 151,000 people in the UK, around 87,000 who are Deaf and for whom English may be a second or third language.

The BDA was instrumental in securing the BSL Act in April 2022, meaning that BSL is legally recognised as a protected UK minority language. This was seismic, and we are determined that it will lead to Deaf people, marginalised for so long, participating and contributing as equal and valued citizens in wider society.

We also campaign on behalf of BSL signers in Wales and BSL/ISL signers in Northern Ireland and hope to use our success with the BSL Act as leverage for a similar Act in Wales and Northern Ireland.

We recognise the importance of building and learning from links with other Deaf communities outside the UK, particularly for our BDA Youth members to expand their knowledge and understanding, and to see themselves within the context of the wider signing community. They do this by developing skills, working for change, and strengthening the cause and community of Deaf people worldwide.



SCAN ME FOR BSL
OR CLICK HERE

WHO WE ARE

The BDA stands for **D**eaf **E**quality, **A**ccess, and **F**reedom of choice:

DEAF

That we identify ourselves as Deaf people who use sign language. Part of the Deaf community, we – Deaf adults and children alike – share the same language, values, history and cultural experiences.

EQUALITY

That we Deaf people are treated equally, with every opportunity for learning, social, work, leisure and community inclusion.

ACCESS

That, through the provision of sign language, we are able to access services and support on a par with others.

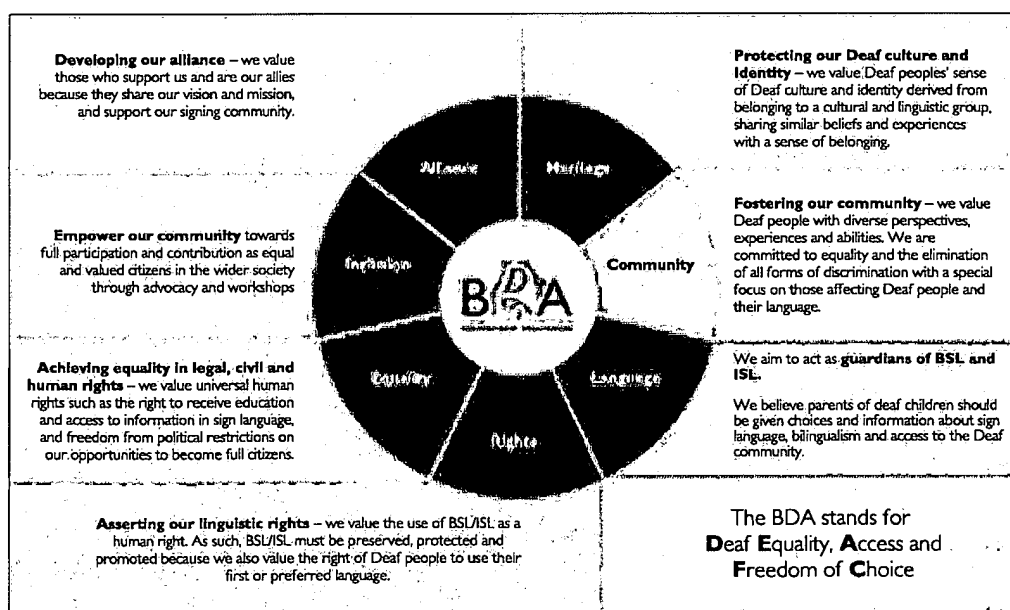
FREEDOM OF CHOICE

That, through sign language, we are empowered with choices to participate, contribute, learn, and work in the same way as others.

Our **vision** is of a world where Deaf people can fully participate and contribute to society as equal and valued citizens.

Our **mission** is to empower Deaf people to fully participate and contribute to society as equal and valued citizens and to build a world in which the languages, culture and heritage of Deaf people in the UK are protected, preserved and promoted.

Our **values** are: Heritage, Community, Language, Rights, Equality, Inclusion and Alliance.



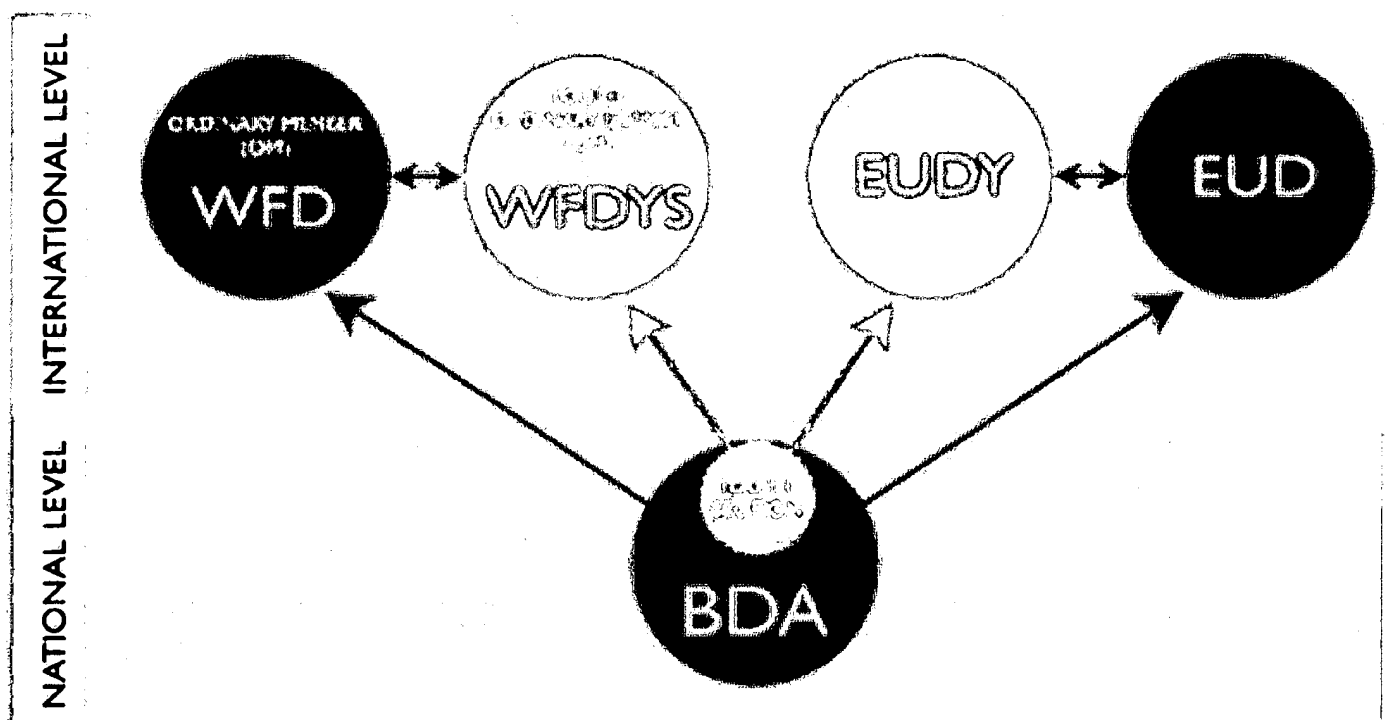
WHO WE ARE

BDA is an Ordinary Member of the World Federation of the Deaf (WFD) since September 1957, **and a founding member of the European Union of the Deaf (EUD)** since 1985.

WFD is an International Non-Governmental Organisation in official liaison with ECOSOC (Economic & Social Council), UNESCO (United Nations Educational, Scientific and Cultural Organisation), ILO (International Labour Organisation), WHO (World Health Organisation) and the Council of Europe (CoE). It also has a consultative status in the United Nations (UN) and is a founding member of the International Disability Alliance (IDA).

EUD is a supranational organisation representing Deaf people at European level and is one of the few ENGOs representing associations from all the 27 EU Member States, in addition to Iceland, Norway, Switzerland and the United Kingdom. EUD aims to establish and maintain EU level dialogue with its relative institutions and officials, in consultation and co-operation with its member NADs. EUD is a full member of the European Disability Forum (EDF) and is a Regional Co-operating Member of the World Federation of the Deaf (WFD) to tackle issues of global importance. It also has participatory status with the Council of Europe (CoE).

The BDA remains a permanent member of EUD and the UK's withdrawal from the EU has no impact on BDA's membership of the EUD.



WHO WE ARE

BDA Youth, a sub-committee, are members of the **World Federation of the Deaf Youth Section (WFDYS)**, the **European Union of the Deaf Youth (EUDY)**, and represent young Deaf people across the UK.

The Convention on the Rights of Persons with Disabilities (CRPD), adopted by the UN General Assembly in 2006 and ratified in June 2023 by 186 UN Member States, is the latest international human rights convention emanating from the UN. It is also one of the most ratified conventions in the UN legal system.

The motto of the CRPD, **“Nothing About Us Without Us”**, places persons with disabilities, including Deaf people, and their representative organisations - national associations of Deaf people - at the centre of decision-making processes related to them.

CRPD Article 4.3 requires national governments to actively consult and collaborate with national representative associations of Deaf people regarding any legislation, programme or policies related to Deaf people and national sign languages.

The BDA is the formal National Representative Organisation of the UK representing the Deaf and BSL community, and holds this status at WFD, WFDYS, EUD and EUDY.



WORLD FEDERATION
OF THE DEAF



WFDYS

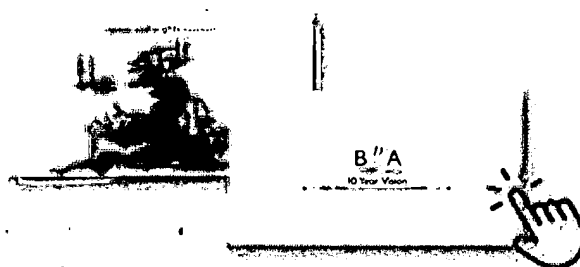


EUROPEAN UNION
OF THE DEAF



The BDA's **Strategic Vision** sets out the BDA's aspirations for Deaf people in the UK for the next decade and beyond, following the historic legal recognition of our language with the BSL Act (2022) and the BSL (Scotland) Act 2015.

Across the diverse Deaf communities in the UK, there is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change to dismantle the barriers that have restricted Deaf people's lives for more than 130 years, ever since the BDA was established. This short film sums it up:



CORPORATE STRUCTURE, GOVERNANCE AND ACCOUNTABILITY



SCAN ME FOR BSL
OR CLICK HERE

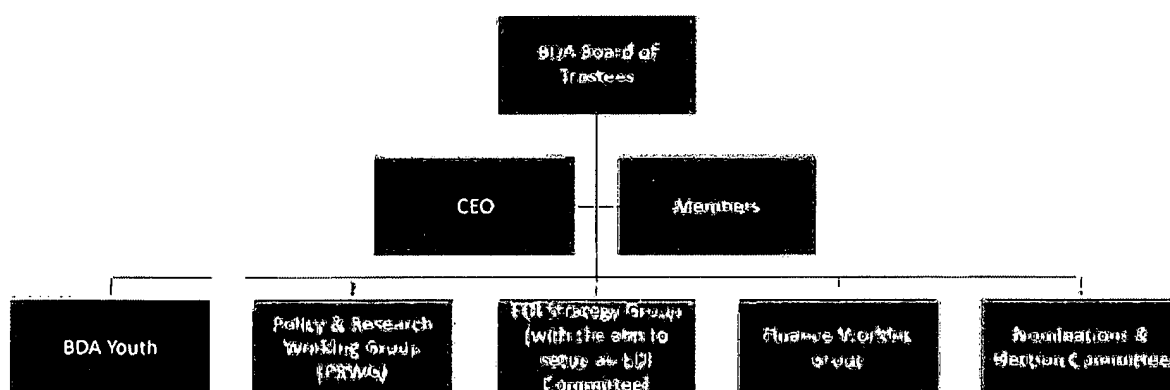
The board of trustees governs the charity and has a maximum of 9 trustees. A total of 45% of trustees must be elected by the membership. All elected trustees must be Deaf and members of the charity. The board can appoint the remaining 55% of our trustees. Additional trustees may be co-opted by the trustee board when appropriate in order to enhance the skills of the board.

Members are invited to submit a written application, which is considered by a nominations panel. Applicants are shortlisted and interviewed before being proposed as a trustee. All new trustees undertake an induction programme which involves governance training with NCVO, an introduction to their responsibilities and to the operations of the charity.

The trustees provide leadership and direction for the charity, setting the vision, mission and strategy, which are delivered by the Chief Executive and their team. The trustees are legally responsible for ensuring that resources are used prudently and only in support of our objectives and for ensuring that the charity complies with all relevant legislation and regulation. The board of trustees follows a Conflicts of Interest policy, and a declaration of interest form is completed annually by trustees and senior management and these declarations are made and recorded at the start of every trustee committee meeting, where relevant to the agenda.

The board of trustees meets four times a year. It is supported by five committees, each of which has specific terms of reference:

BDA Youth;
Finance & Risk;
Policy & Research;
Equality, Diversity & Inclusion;
Nominations & Elections.



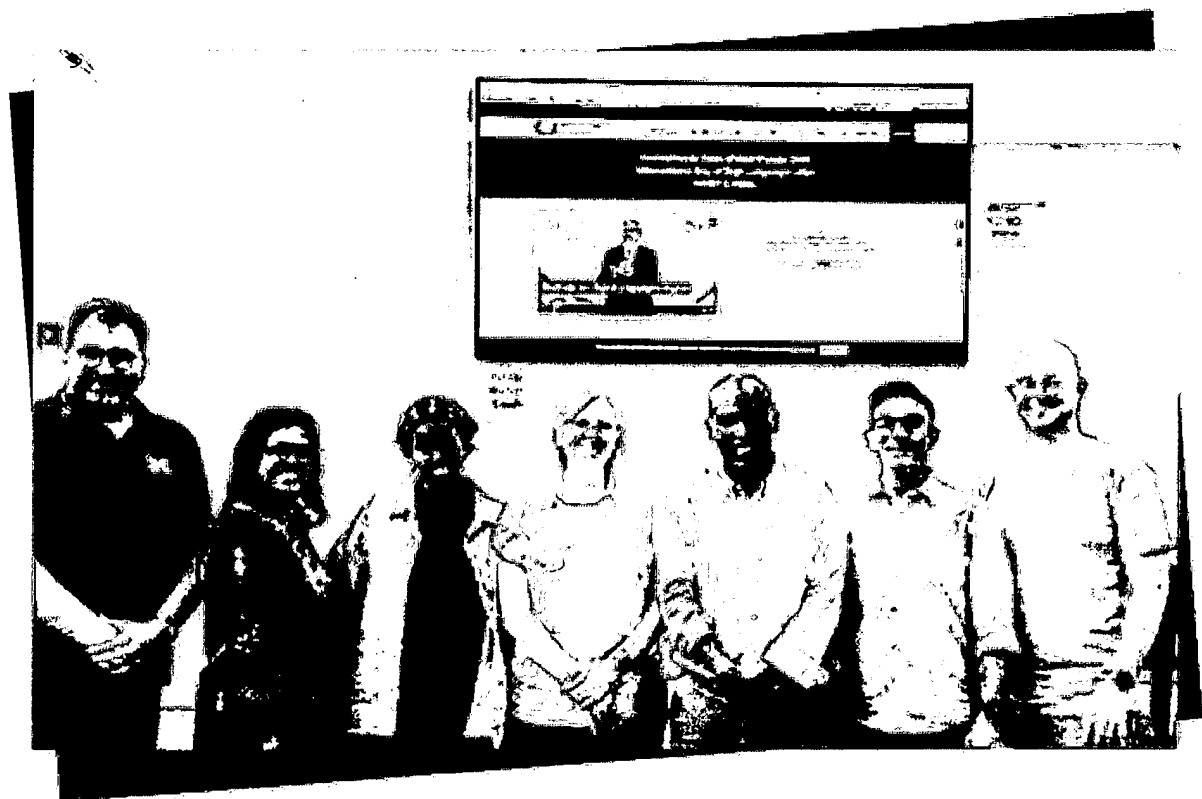
The Finance and Risk Committee, which meets once a month oversees all financial and administrative matters. The Policy & Research Committee, which meets three times each year provides policy support and direction to the development of policies for advocacy.

CORPORATE STRUCTURE, GOVERNANCE AND ACCOUNTABILITY

The Equality & Diversity Strategy Group which meets three times each year provides strategic direction to the development of our EDI strategy. The BDA Youth sub-committee which meets three times each year leads the work of our young members of the BDA. The Nominations & Election Committee meet once a year to review trustee nominations. All our committees are chaired by trustees. Committee meetings are also attended by relevant staff. Each committee has its decisions ratified by the board of trustees where appropriate.

The day-to-day running of the British Deaf Association and the exercise of executive responsibility are delegated to the Chief Executive for operational matters, including finance, employment and service delivery.

There are clear distinctions between the role of the trustees and of senior management. Matters such as policy and strategic plans are prepared by senior management for consideration and approval by the trustees. All trustees give up their time freely and no trustee remuneration was paid in the year. Details of trustee expenses are disclosed in the financial statements. There were no related party transactions.



EDI Strategy Group September 2024: Dr Robert Adam, Sarla Meisuria, Samira Mohammed, Rebecca Mansell, Ahmed Mudawi, Priyesh Patel, Mark Berry

WELCOME FROM OUR CHAIR

SCAN ME FOR BSL
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I am very proud to present my third annual report as Chair of the British Deaf Association (BDA). I continue to be driven by a desire to ensure that the BDA delivers even more for our sign language rights. As the national representative organisation of BSL/ISL, we are best placed to advise on language policies and planning that contributes to the vitality of our BSL and ISL language. We were established to promote the use of sign language - BSL/ISL and influence bilingual practises through the services and programmes we and our network of local, national and international partners provide on the ground.

The BDA was very proud to have led the BSL Act Now campaign, which resulted in the BSL Act 2022. It will create greater recognition and understanding of BSL as well as inclusion and equality for BSL users. As such, our priorities going forward will be to:

- assist organisations in developing bilingual practices through providing expert advice and support;
- undertake research and development projects relating to language policy and planning;
- promote professional training and other educational activities in the field of language planning.

This Act recognises BSL in England, Wales and Scotland. Uniquely across the UK, Northern Ireland has two sign languages – BSL and ISL. Back in 2004 the Secretary of State announced the official recognition of sign language in NI, but it held no real legislative power and was not protected by law. Currently, NI Sign Language Bill has now progressed to the Committee Stage where it is scrutinising by the committee for communities. Majella McAteer, from BDA's Northern Ireland office was seconded to the Northern Ireland Government to specifically support them for 3 years in preparing for the introduction of Northern Ireland's BSL and ISL Bill. We look forward to the developments which will consolidate the position of both these sign languages in Northern Ireland.



We can't achieve systems change alone. One of our social values is 'Developing our Alliance'. We value those who support us and are our allies because they share our vision and mission and support our signing community. We are proud to report that the BSL Alliance (www.bslalliance.org.uk) has gone from strength to strength with 53 members (2024 – 52 members, 2023 – 25 members), all with the same mission to track the implementation of the BSL Act 2022. The BSL Alliance is made up of national, regional and local organisations across the UK.

WELCOME FROM OUR CHAIR

Following the 2022 consultations with members to shape the future of BDA's work, we developed a 10-year Strategic Vision which we presented back to members with further consultations. At the 2024 AGM in Glasgow we presented the outcome of Year 1 2023 – 2024 strategic objectives against the 10-year vision. This annual report will include outcomes of Year 2 2024 – 2025 strategic objectives and I am sure you will join me in feeling proud of how much we have achieved in the space of two years. Full report in the policy section.



Photo - BSL Alliance meeting Birmingham
June 2024

One way to achieve systems change is to host workshops and conferences to share evidence-based information and resources about our language. We kicked off the 2024 – 2025 financial year with an amazing BSL Conference in Manchester featuring a host of incredible presenters. We were honoured to welcome Dr Joseph Murray, President of the World Federation of the Deaf, as our Keynote Presenter to deliver a talk about 'Recognizing national Sign Language rights to ensure the inclusion of deaf people from a linguistic minority perspective'.

We were thrilled when the Mayor of Greater Manchester, Andy Burnham, welcomed everyone to his City in BSL much to the audience's delight!

The conference followed with the following presentations:

Health and Wellbeing of Deaf Children: What is the impact of Early Language Development? Dr Katie Rogers SORD

What do deaf Children need to be **"school ready?"** Frank Barnes Primary School for Deaf Children, Dani Sive, Head Teacher, and Catherine Drewe, Deputy Head



WELCOME FROM OUR CHAIR



Independent evaluation report of BDA Northern Ireland's Family Sign at Home programme by BDA's Head of Community Services Jaz Mann and BDA Northern Ireland Team Leader Naomi Fujitani



Language Therapy in BSL by Lenka Novak and Dr Joanna Hoskin

Reflections from BSL Advisory Board on Early Years & Access to BSL for Families by Alex Gowlland and Craig Crowley BSL Advisory Board



We also heard from two parents of deaf children about their experiences in the early stages of identification and navigating the system – Tilly Hawkes and Saurabh Mittal

I closed with a talk about Systems and Policy reforms through:

- ✓ University Curriculums
- ✓ Policy Design with Deaf People
- ✓ Workforce development of deaf people
- ✓ Bilingual bimodal future. PHOTO

Another significant moment as Chair during 2024 – 2025 was hosting my second AGM which took place in Glasgow. It was a huge honour, and I was thrilled when members commented how much they enjoyed the weekend. I would like to extend my personal thanks on behalf of the Board of Trustees to the BDA Scotland team for hosting a wonderful weekend which started off at the Deaf club on the Friday evening. Thank you, also to Deaf History Scotland for hosting us and to Lilian Lawson and John Hay for their presentation, The evening was wonderfully hosted by Erin McCluskey (BDA Youth Chair) and James Colhoun with Scottish Bagpipe providing a visual experience.



To end the weekend, Lilian Lawson provided a walking tour of Glasgow's rich Deaf history. It was really interesting and the feedback from attendees was that they really enjoyed it.
Photos of walking tour



WELCOME FROM OUR CHAIR

I was also very proud to present my second awards to the various recipients nominated by members, many of whom are Scottish. Congratulations everyone:

Name of Award: 2024 Awards Glasgow AGM

BDA Medal of Honour	John Denerley
BDA Medal of Honour	Audrey Cameron
Francis Maginn Award	Margaret McLean
Francis Maginn Award	Margaret Aitken
Francis Maginn Award	William Stavert
Certificate of Merit	Sandra Boyle
Certificate of Merit	Charlene Dolan
Certificate of Merit	Rachel O'Neill
Certificate of Merit	Marcel Hirshman
Certificate of Merit	Lucy Buxton
Certificate of Merit	Angela Saltekin
Certificate of Merit	Sharne Penman
Certificate of Merit	James Colhoun
Certificate of Merit	Gerry Malley
Certificate of Merit	Tasnim Ahmed
Certificate of Merit	Robin Ash
Certificate of Merit	Youth Advisory Board - Scotland
Certificate of Merit	Jeff Brattan-Wilson

WELCOME FROM OUR CHAIR

We continue to develop the BDA's organisational structure to ensure that our strategy can be met. Nine Feet Tall supported BDA last year to build suitable organisational design options in line with this new strategy, understand the impact of the changes and provide realistic costs of an altered structure. The options provided have since been actioned and a new Head of Community Services and BDA England Manager has been recruited.

A list of recommended next steps was provided to enable the new design to be successful ensuring the changes are embedded and understood. We want to embark on this next phase of work to ensure the organisational design work completed to date can develop further and deliver against the BDA's strategy.

I wanted to personally extend a special thanks to former Minister of State (Department for Work and Pensions) Mimms Davies MP during the financial year for all her support and collaboration implementing the BSL Act 2022.

It is appropriate to reflect on just how much has been achieved by a national organisation of just 25 staff, along with a volunteer Board of Trustees. Sessional staff including mentors, sign language tutors, befrienders and outreach workers have also helped deliver some of our project work and, being members of the Deaf Community, they fully engaged with our work and ethos as they know and appreciate the value of the BDA for their peers, namely, Deaf sign language users in the community.

I hope this report provides an informative overview of the BDA's work during 2024-25. I'd like to extend my heartfelt thanks to our staff, volunteers, funders, members, and my colleagues on the Board of Trustees for their generosity and hard work in continuing to make a big difference for our Deaf community.



Dr Robert Adam
Chair



OUR WORK

SCAN ME FOR BSL
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This year we continued to deliver against the objectives outlined in the 10-year Strategic Vision. The objectives take their starting point from the date at which the BSL Act received Royal Assent: 28 April 2022. That date is now celebrated annually as the National BSL Day.

The Strategic Vision sets out the British Deaf Association's 10-year vision for a new civil rights movement: #BSL2032. Over the next decade, the Deaf communities in the UK must take ownership of our own future as a linguistic and cultural minority which has faced oppression and discrimination for more than a century.

Language is at the heart of what it means to be human. To be able to express ourselves, share information, and build relationships, every human needs a strong language foundation. Deaf people continue to be deprived of that basic human right. It is time for this to change.

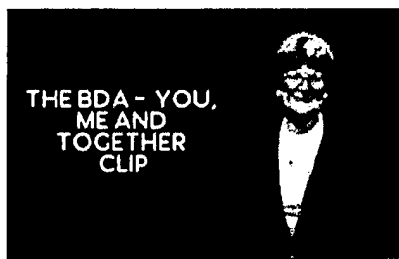
Deaf people are at the heart of everything the BDA does. We recognise that the Deaf community is made up of a diverse cross-section of society, which we as a national organisation need to do more to authentically represent.

The strategy aims to put our members first. We have set out a pledge to work collaboratively with our members, respecting their views and priorities. We will be honest and accountable about our decisions, and equal, fair and inclusive in our approach. We want members to be proud of the BDA and feel that the work we are doing makes a difference to their lives. We deeply value their support.

We believe that the way to make this new strategy a genuine success is to win the support of our colleagues, members, stakeholders, trustees and staff. Nothing about us, without us – all of us!

Deaf people are the experts of our own lives.
As self-advocates, we have the potential to contribute expertise, skills and experience that enrich our societies and make them more just, inclusive, and prosperous.
Dr Robert Adam, Chair of the BDA Board of Trustees

In honour of Dorothy Miles who received a Purple Plaque in April 2024, we wanted to share Dot's powerful and wonderful video reminding members that the **'BDA is You and Me'**. Enjoy!

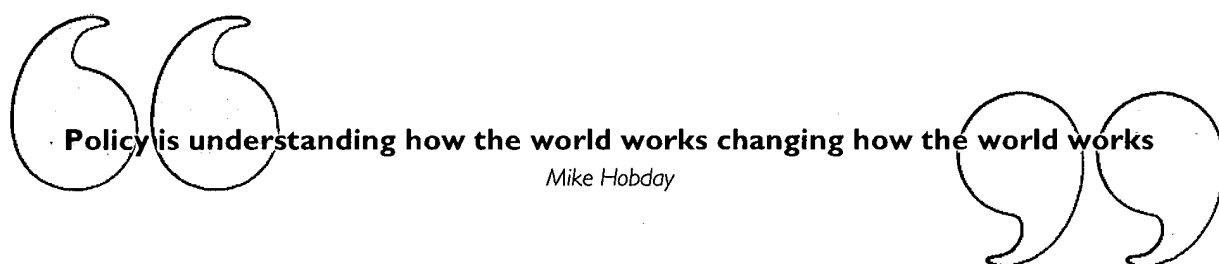


The following highlights some of the key successes by our services during 2024 – 25:

POLICY AND RESEARCH

BDA's Policy & Research team has published ground-breaking policy, and underlying policies, to kick-start the delivery of BDA's 10-year strategy and led on Government and Parliamentary engagement to get BSL discussed in the highest places. We worked hard to build purposeful and productive relationships with senior civil servants who are an important source of advice to government Ministers.

We established the first ever UK Parliamentary Group on BSL, entered into partnerships with Cambridge University, commissioned work from Manchester University and RAND and others, and saw our Early Years campaign taken up by the Liberal Democrats and the UK's Equalities and Human Rights Commission.



Policy Development & Parliamentary Engagement

BDA's Early Years Position Statement was launched in Sign Language Week 2024, at the Parliamentary launch of BDA's campaign BSL in Our Hands. This was a great success, with over 30 MPs attending and a score of Ministers, including the then Conservative Minister for Disabled People, who later became BDA's Special Ambassador after leaving Parliament.

We want to see full and unified national support for BSL in Early Years, operating within an English & BSL bilingual framework for families. We want the government to fund free access at home to BSL (and ISL in Northern Ireland) for all families of newly identified deaf children. We want to reverse a decades-long trend of marginalising BSL and deaf children losing access to BSL.
<https://bda.org.uk/bsl-in-our-hands/>

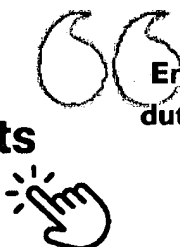


POLICY AND RESEARCH

The BDA took the campaign to the global deaf Early Years sector, attending for the first time the Family Centred Early Intervention (FCEI) Conference in Austria and sharing our campaign with over 300 attendees from around the world.



**Equality and
Human Rights
Commission**



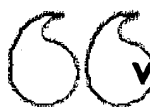
**Ensure local authorities have a legal
duty to fund sign language lessons for
parents of deaf children.**

EHRC UK Human Rights Tracker

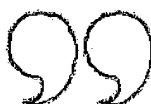


The UK's Equality and Human Rights Commission (EHRC) took up our campaign and made BSL access in Early Years a key marker of their monitoring of the UK Government's progress on Human Rights in the UK. We were very happy to see the EHRC formally accept our position that BSL is a human rights issue. We're taking this forward.

Our **parliamentary engagement** work is a key lever to drive forward our Early Years policy and campaign. It's generated much interest in Parliament along with our **BSL Manifesto for the General Election 2024.**



**We want the next Government to
transform the way British Sign
Language is accessed in the UK by
deaf children, their families and deaf
adults Deaf children in the United
Kingdom have a human right to
linguistic and cultural enrichment
through BSL**
BSL Manifesto 2024



MANIFESTO FOR BRITISH SIGN LANGUAGE

You can download the BDA's BSL Manifesto here:

<https://bda.org.uk/wp-content/uploads/2024/06/2024-BDA-BSL-Manifesto.pdf>

For a BSL version of the Manifesto, please see:

<https://bda.org.uk/our-manifesto/>



POLICY AND RESEARCH



We were delighted to see the Liberal Democrats adopt our Early Years asks and publish them in their own Election Manifesto.

66

We will provide free access to sign language lessons for parents and guardians of d/Deaf children.

Liberal Democrats Manifesto 2024

99

[Full Libdem Manifesto 2024 (BSL is on page 49 (and also page 97): [https://www.libdems.org.uk/fileadmin/groups/2_Federal_Party/Documents/PolicyPapers/Manifesto_2024/For a Fair Deal - Liberal Democrat Manifesto 2024.pdf](https://www.libdems.org.uk/fileadmin/groups/2_Federal_Party/Documents/PolicyPapers/Manifesto_2024/For_a_Fair_Deal_-_Liberal_Democrat_Manifesto_2024.pdf)]

We made good progress engaging with both the Conservatives and Labour before the 2024 General Election and continued to deepen relationships with Labour when they came to power after the election.

We successfully engaged with Labour as the new party of Government in September 2024 at their National Labour Party Conference in Liverpool. We gave a keynote presentation on the concept of Deaf Leadership at Disability Labour's fringe event. We had our BDA own stall to showcase BSL front and centre at the Conference.

We met **Sir Keir Starmer, Prime Minister**, and **Angela Rayner, Deputy Prime Minister (and a level 3 BSL signer)** and many other senior Ministers, and advocated for their support for BSL rights.



We also jointly hosted a second parliamentary event in Westminster with other national Deaf charities. Through the work of the Policy Team, BDA has significantly expanded our parliamentary network, engaging with many BSL allies throughout the corridors of power.

POLICY AND RESEARCH

With BDA as Secretariat, the group of MPs is campaigning for the UK government to support families of deaf children to learn sign language, raising concerns of BSL signers including the future of deaf education, and celebrating Sign Language Week every year.



With BDA's support, the APPG BSL started by holding a successful Parliament Westminster Hall BSL Debate on March 20th 2025, in which attending MPs used BSL for the formal debate vocabulary. ('Mr Speaker', 'Will you give way?' and 'My constituency'); and this use of BSL was recorded in Hansard, the official Record of Parliamentary debates; and the signs used were illustrated in House Magazine, the internal magazine of Parliament.

MPs also met BDA's Campaign Ambassadors who shared their lived experiences of being denied access to BSL for their families, bringing some MPs to tears.

Commissioning Research

Our feedback from talking to politicians and MPs from across the UK: they all want to see our evidence of need, and our estimate of how much this will cost. BDA Policy Team commissioned ground-breaking research into the Economic Benefits that BSL brings to the UK Economy from RAND, a well-known global policy research organisation, to answer these questions and show what financial savings can be achieved from rolling out BSL across the UK for all deaf children.



RAND are a not-for-profit, non-partisan policy research organisation. They help improve policy and decision-making through objective research and rigorous analysis.



We also commissioned an academic Evidence Briefing on the Benefits of Early Access to Sign Language for Deaf Children in partnership with University of Manchester's Social Research with Deaf People (SORD). Over 3,400 academic papers on deaf children were reviewed by SORD for this briefing.

POLICY AND RESEARCH



This Evidence Briefing will summarise these 3,400 papers and show in one place exactly why it is so important for deaf babies, children and their families to learn BSL; how it improves children's language skills; reduces family stress; promotes family engagement; and how the government can create a lifelong impact by investing in improved BSL provision for Early Years. We shared the results of this exciting work at BDA's BSL Conference in July 2025.

Language acquisition – including sign language acquisition – in the early years is a key foundation for life for deaf children and is the base foundation for BDA's 10-year strategic vision. After childhood, there are multiple life stages for us to engage with: Education; Employment; and Health & Social Care. The Policy team is working hard engaging with the Deaf community, governments and other stakeholders to devise policies in all these areas, but our main focus is on Early Years and Education.



A right for Deaf and deafblind children to get an education in BSL and in environments which maximise personal, academic and social development both within and outside formal school settings and support the linguistic identity of Deaf and deafblind children.

'Review and strengthen the BSL Act to ensure BSL is recognised, promoted and protected on a par with English and all BSL-related public services and procedures

The Disabled People's Manifesto 2024
(Disabled People's Organisations Forum England)

BSL-Medium Education – Before the General Election 2024, the Policy Team successfully negotiated fundamental changes to the national Disabled People's Manifesto to safeguard the need for specialist Deaf-led education for deaf signing children and for child signers of all types. This took place against a wider backdrop of calls to close all specialist disability provisions – including closing all deaf schools – in favour of putting all deaf children into mainstream education.

BDA also met with the trustees of Hamilton Lodge School and College to discuss the threats the school was facing and share our concerns. After a series of meetings, we were delighted to learn the governors had reversed the decision to close the school, safeguarding the dwindling provision of BSL education. This fuels our hope that we can campaign for national support for a Deaf-led BSL-medium education system - along the lines of the Welsh language education system.

POLICY AND RESEARCH

Language acquisition – including sign language acquisition – in the early years is a key foundation for life for deaf children and is the base foundation for BDA's 10-year strategic vision. After childhood, there are multiple life stages for us to engage with: Education; Employment; and Health & Social Care. The Policy team is working hard engaging with the Deaf community, governments and other stakeholders to devise policies in all these areas, but our main focus is on Early Years and Education.

This could potentially **remove medical gatekeeping**, meaning parents of deaf children (or signing children) would not need to argue with doctors or SEND panels to obtain BSL-medium education for their children, and will be more freely able to move their children between signing and non-signing schools as their child develops.

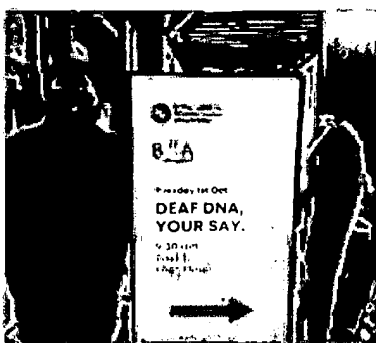
BSL GCSE - BDA is actively involved in developments in the BSL GCSE and in the OFQUAL consultations on the qualification & assessment frameworks. Along with other organisations involved in BSL GCSE, we have also been frustrated by the lack of progress on the BSL GCSE. Policy Team has been pressing our contacts in Government for more news & developing relationships with the Department for Education. The new UK Parliament APPG BSL are extremely keen on pushing for swifter progress and have been submitting Parliamentary Questions and talking to Ministers about the BSL GCSE.



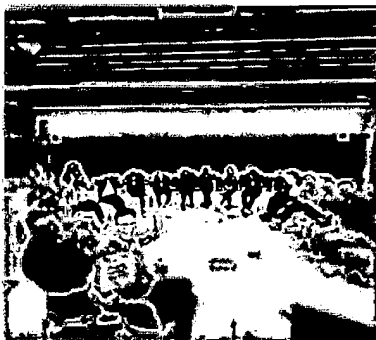
UNIVERSITY OF
CAMBRIDGE



KAVLI CENTRE
for Ethics, Science,
and the Public



Genetic technology and Deaf people - BDA Policy Team partnered with **Cambridge University's Kavli Centre for Science, Ethics, and the Public** to discuss with the BSL community: the latest information on genetic testing available in the NHS; the NHS's future plans for pre-birth genetic testing; the legal frameworks and their potential impact on deaf people. This is shaping our emerging policy on genetics. This has developed into a joint project called **'Deaf DNA, Your Say'**. Cambridge University's Professor Anna Middleton gave a presentation on this at our BSL Conference.



AI BSL - AGM in November 2024, and a special BSL Alliance AI BSL event in Derby in early 2025, attended by about 30 BSL-led organisations. We have been directly approached by numerous AI organisations including Google seeking commercial partnerships. BDA Board, on the advice of Policy Team, has decided BDA will be neutral on AI BSL.

POLICY AND RESEARCH

Our mission is to get the best possible AI BSL outcome for the UK's Deaf communities, without bias or commercial considerations. Our work has made a significant impact in the AI sector, and we have been invited to contribute to numerous AI policy conferences. We have also been invited to advise Government on AI BSL procurement. We plan to consult with members again ahead of refining our position for a second AI BSL paper.



AI BSL at a BSL Alliance event at Derby

Deaf Leadership – This concept was introduced via the BSL Manifesto and underpins the approach for all of BDA's work. Deaf signers are the experts and must lead on all BSL matters. Deaf signers should lead the design, development, delivery and evaluation of all BSL-related services and projects. But few deaf signers get the opportunity to develop the skills that would enable them to take on such roles.



Deaf signers must lead the design, development, delivery, and evaluation of all BSL-related services and projects

Tom Lichy
Head of Policy & Research, BDA



Investment in developing Deaf talent to take on these roles will see a return on investment in the long run and BSL services & provision will more closely match what Deaf signers need, with less waste. We want to see Governments and local authorities across the UK formally adopting these principles of Deaf Leadership and committing to co-designing roadmaps to upskill deaf signers to take on these responsibilities.

Supporting Sign Language Legislation across the UK

BDA's support for the ongoing development of sign language legislation continued in Wales, Scotland, and Northern Ireland.

POLICY AND RESEARCH

We have developed our close work with devolved Governments across the UK. We use our unique position as the UK's national representative on sign language issues – as recognised by the World Federation of the Deaf, and the European Union of the Deaf – to broker knowledge between nations so that they can learn from each other's approaches and experiences.

We are developing a successful track record of creating and fostering multiple cross-party partnerships to pass BSL & ISL legislation, and to support Deaf leadership on all sign language matters across the UK

Wales

BSL (Wales) Bill – Wales has been a major focus for BDA Policy team this year. One year ago, the Welsh Government stated they did not see the need for a BSL (Wales) Bill and would block it in the Welsh Senedd.



**Senedd Cymru
Welsh Parliament**

BDA Policy Team worked closely with BDA Wales and local Deaf leaders and Welsh deaf organisations to support the Bill's proposer, Mark Isherwood MS, and his team to carry forward the development of the Bill. We also worked with them to ensure BDA's models of a language focus and deaf leadership were incorporated into the BSL Bill's frameworks.

We collectively met many MSs and other Welsh politicians, and successfully influenced the Welsh Government to change their minds. Now the Welsh Government fully supports the BSL (Wales) Bill and has promised to give it the Senedd time required to pass. Success!



**Llywodraeth Cymru
Welsh Government**

Welsh Government BSL Stakeholder Group – BDA's Head of Policy is co-chairing - alongside a Deaf signer from the Welsh Government Civil Service – a wide ranging Welsh BSL Stakeholder Group tasked with making a significant package of recommendations on all Welsh BSL matters to the Welsh Government. This work in progress essentially covers the entirety of BDA's 10's Year Strategy in one comprehensive package. We believe this is one of the first times in the UK that a Government Working Group has been led by two Deaf signing Co-Chairs.

This is an excellent example of rapid working and co-production between Government and community-led representative organisations. Due to both co-Chairs being Deaf signers, plus excellent support from the Welsh Civil Service, the group looks set to achieve two years of work in just six months.

Welsh Senedd Cross Party Group on Deaf Issues – BDA Policy Team continues to provide the secretariat for this group and organises their regular meetings. Through our learnings from this group, we were able to build a strong skill base for establishing a UK Parliament All Party Group on BSL at Westminster.

POLICY AND RESEARCH

We have developed our close work with devolved Governments across the UK. We use our unique position as the UK's national representative on sign language issues – as recognised by the World Federation of the Deaf, and the European Union of the Deaf – to broker knowledge between nations so that they can learn from each other's approaches and experiences.

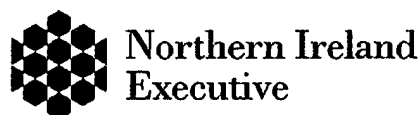
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Northern Ireland

Sign Language (NI) Bill – BDA Policy team provided substantial support to the BDA Northern Ireland team to engage with the Northern Ireland Assembly on the progress of the Sign Language (NI) Bill. BDA Head of Policy, BDA NI Manager, and BDA Chair were invited by the NI Assembly's Equality Committee to give evidence, and gave an extensive presentation in both BSL and ISL, and this was recorded in Hansard. We are very pleased that the Bill takes a language-first approach and is very inclusive of all types of BSL signers no matter the degree of their deafness. This is in full accord with BDA policy.



NI Sign Language Framework & NI Sign Language Partnership – We supported BDA NI with providing submissions on the refresh of the NI SL Framework, and attended meetings of the NI SL Partnership. Both are valuable NI Civil Service initiatives to create pathways for Deaf signers in NI to develop their services even when the NI Assembly is not operative.



UN International Mechanism NI – We supported BDA NI to engage with UN's International Mechanism Northern Ireland, which is a framework for reporting on NI human rights issues to the UN Committee on Disability Rights. This created valuable shadowing and upskilling opportunities for Deaf signing BDA staff to understand and engage with international legal systems and become confident in giving the BSL / ISL perspective.

Scotland

Scottish Parliament – We supported BDA Scotland to engage with the Scottish parliament and give evidence to the Equalities, Human Rights and Civil Justice Committee as it reviewed 10 years of implementing the BSL (Scotland) Act 2015.



POLICY AND RESEARCH

Scottish Parliament Cross Party Group on Deafness – We supported BDA Scotland's active participation in this Parliamentary Group and their ability to feed into and inform the Group on numerous BSL matters.

Education (Scotland) Bill – We supported BDA Scotland in their work with other charities in a successful campaign to give BSL the same recognition as Gaelic in the Scottish Government's Education (Scotland) Bill which is shortly expected to become law.

Contact Scotland – We also supported BDA Scotland and allies to achieve a reversal of the Scottish Government's plan to close Contact



Scottish Government
Riaghaltas na h-Alba

Scotland, a specialist BSL-English interpreting service that enabled Scottish Deaf signers to contact a wide range of public authorities and providers, and the Scottish government itself, in BSL. This valuable service enabled Scottish Deaf signers to access services from a position of equity, and it was wonderful to see BDA Scotland lead on winning this campaign with our support.

Stakeholder Engagement

BDA's strategic vision and policy proposals are ambitious. We cannot achieve them alone – both the development of what our policies need to be, and their implementation into reality. Effective engagement with a wide group of stakeholders is critical to the success of BDA and Deaf signers across the UK.

Our **BSL Research Forum** is a group of **12 universities working on BSL-led research across the UK** – working with us to find and showcase academic evidence supporting the needs of our various campaigns. We commission evidence briefings from them and share academic opportunities with members. The Forum includes world-leading BSL-led researchers and academics who specialise in Deaf Studies, BSL linguistics, child development, neuroscience, language development, and other areas. This work has helped raise the profile of Deaf academics across the UK and helped to ensure that their work has the impact it deserves on national and local government, public institutions and the professions.

The BDA Policy team are deeply grateful to the following BSL Research Forum members:



Est.
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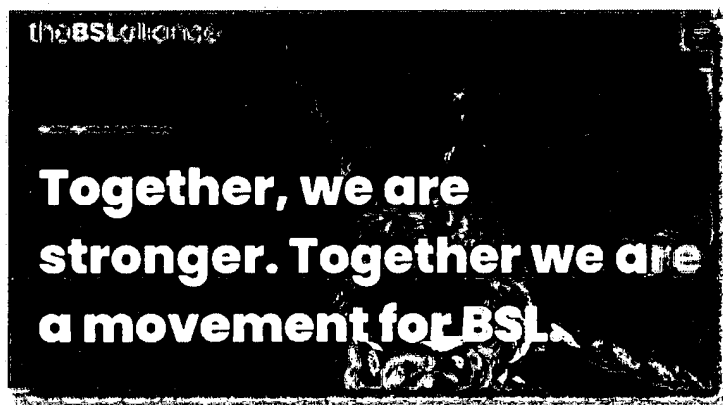


UNIVERSITY OF
WOLVERHAMPTON



POLICY AND RESEARCH

The **BSL Alliance** is an independent alliance of BSL-led organisations, created by us last year, and now with 64 member organisations from across the UK that works to strengthen our collective voice and skills.



Regional Member Forums – We have secured funding to reach out to Deaf communities across the UK to establish regional member groupings, starting with a pilot project in the Northeast of England, 'Deaf People are Here'. Our Campaigns Manager is building engagement with grassroots Deaf communities and local organisations with support from Citizens UK and the BSL Alliance; creating campaign skills workshops and developing local campaigns with BDA's support.

BDA's Policy Team will continue to push the BSL for all agenda and drive forward BDA's strategy across our key priorities of Early Years and Education. We also had to respond to new emerging issues like AI BSL, developments in genetic technology and beyond.

We cannot always predict what will come next, but our job is to work on it – and ensure that Deaf signers across the UK get the best possible outcome.



OUR PROGRAMMES



SCAN ME FOR BSL
OR CLICK HERE

BDA Community has engaged over **4,000 people** during 2024-2025 through a variety of projects and services across the four nations, covering our 4 broad work streams, namely:

1. Community and Advocacy
2. Training and Consultancy
3. Human Rights and Equality
4. Sign Language and Culture

Community & Advocacy

We work with our members and the Deaf community to empower them to have their views heard and listened to. We bring Deaf people together through BDA Youth, Regional Member Forums, EDI Strategic Group and the BSL Alliance to take action around their concerns and overcome social injustice.



SCAN ME FOR BSL
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As Deaf community organisers, we provide training and workshops with members of the Deaf community across the UK every year to build their collective power and to seek representation on decision-making boards and platforms. This community involvement is crucial: we are utilising our voice as a strong leader in the UK to tell decision-makers that there is no longer anything about us, without us.

The BDA produces policy papers, statements, and guidelines so that members have up to date tools to inform the BSL Alliance and our stakeholders of Deaf people's rights and how to achieve them.

Advocacy and inclusion for Deaf people is important to the BDA's mission. Our services were set up in response to challenges faced by Deaf people in society. We do this through three main strands: improving access, promoting inclusion, and providing information. We work with individuals or groups to empower them to have their views heard and listened to, to ensure service providers are aware of Deaf equality/rights, and to ensure that Deaf people have access to clear and full information to make informed decisions when dealing with service providers. We promote inclusion through social events and workshops for the Deaf community on the topics that affect us.



Two different types of advocacy support were provided, impacting a total of 2,020 deaf people across the UK, with in-depth one-to-one advocacy sessions reaching 347 deaf people, and 1,673 contacts made through the BSL Helpline. These are funded by the Scottish Government, Northern Ireland Health and Social Care, and the Lottery in England & Wales.



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OUR PROGRAMMES

66 subject-specific workshops have been delivered, reaching 991 deaf people, empowering and equipping them with increased awareness and knowledge, enabling deaf people to take greater control over their own lives.

Feedback from participants

I was grateful for this event if it hasn't happened, I would be lost without any further support. It has given me a lot of information I didn't know. I wanted more like this.

Wow! Lots of information that we need to know, one evening is not enough, hopefully will have more workshops!

Consultations were conducted with 582 deaf individuals on a range of issues and organisations directly affecting the deaf community, on behalf of stakeholders and commissioners.

- For example, the Scottish Government considered cutting funding for Contact Scotland BSL (VRS), which would have had a hugely detrimental effect on the lives of deaf people who rely on it daily. We were commissioned to run consultations with the deaf community in 20 deaf clubs to gather their feedback and produce a report. This resulted in the reversal of the Government's decision to close the service, and the report also influenced the Scottish Government to update the specifications to meet the needs of deaf people for future tenders.



Training & Consultancy

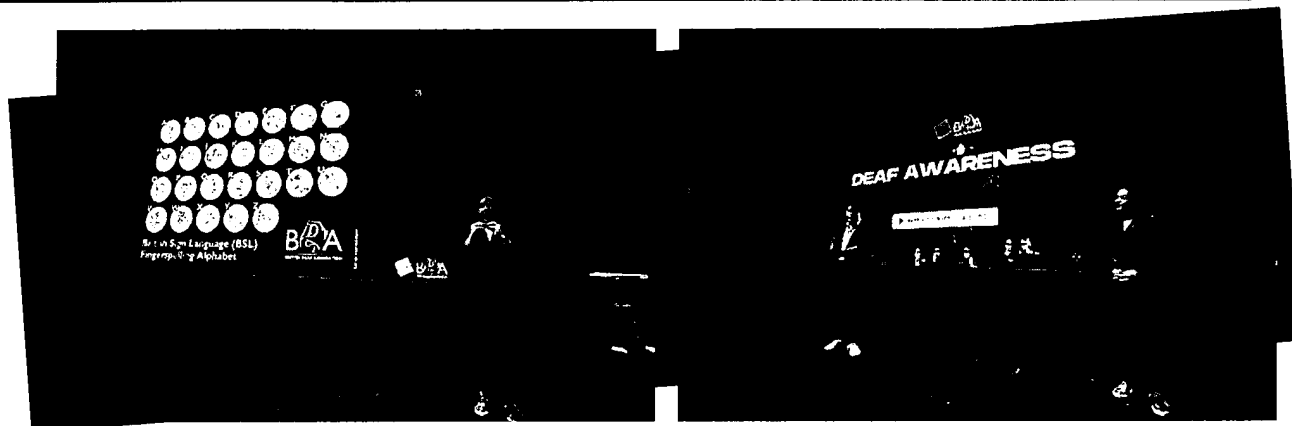
We conduct Human Rights and Capacity Building training with our members and the Deaf community. Additionally, we provide BSL Awareness training to provide participants with a greater understanding of BSL as a language and an insight into Deaf culture.

Through the BSL Charter, we connect the Deaf community with public services giving them the confidence to share concerns about issues that affect them, and to ensure that Deaf people have access to clear and full information to make informed decisions when dealing with public services. This year we have been reviewing the Charter to ensure it is in line with updated legislation.

27 training sessions were delivered, covering areas ranging from Deaf Equality Training to BSL Awareness Taster Sessions, for **579 people**, both in person and online. Participants included staff from **Paramount & the cinema industry, Government, British Airways, British Telecom, Council/NHS, councillors, CABS, and many more.**



OUR PROGRAMMES



Yvonne Cobb, BDA's Celebrity Ambassador delivering training to the cinema industry

- After the sessions, 87% of participants reported having a good understanding of the deaf community, a 74% increase from the baseline.
- 99% of participants stated they felt confident in their ability to communicate with deaf individuals after the training, a stark contrast to the pre-training lack of confidence.
- The training positively changed the perceptions of 82% of participants towards the deaf community.



During Sign Language Week 2024, over 2,000 participants from a wide variety of corporates/private businesses to not-for-profit organisations, received free **online BSL awareness sessions**.

Some positive feedback from our training participants

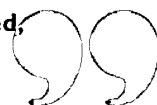


Excellent training, clear and over thought-out training, inspired me to try and be more of an advocate.

There has been a lot of fantastic information. I didn't realise the obstacles in everyday life that deaf and sign language users experience. It has changed my perception and encouraged me to learn more.

It was incredible and has helped expanded my knowledge and confidence. On the back of that and a follow-up meeting, I've also proposed some changes to our workshops to increase accessibility for the Deaf community– so a big thank you!

This was engaging and informative in a way that I will be able to use in both my professional and personal life. It was possible to participate without feeling uncomfortable or pressured, which can sometimes be the case in training. I appreciated the help. Thank you.



We empower the Deaf community to stand up for their rights by providing the popular 'Knowing your rights' workshops and supporting them to develop self- help groups/forums that can negotiate with and influence local service providers to improve their services.

OUR PROGRAMMES



Human Rights & Equality

As the representative body, the BDA works to ensure Deaf people across the UK are equipped with the knowledge, tools and strategies to advocate for, achieve and defend their rights including:

- Gaining recognition and respect for BSL/ISL and Deaf culture
- Achieving their rights across all areas of life, including equal opportunity and accessibility

By promoting human rights and access to BSL/ISL, the BDA is improving the lives of thousands of Deaf people who face inequality every day. We collaborate with Deaf leaders and policymakers to implement human rights mechanisms such as the United Nations Convention on the Rights of Persons with Disabilities, the BSL (Scotland) Act 2015 and BSL Act 2022 as well as other legislations. We also take direct action by providing Equality & Rights training and representing Deaf people's interests in the UK.



With the right support, the possibilities and potential for young deaf people are endless. Around 90% of deaf children are born to hearing families and over 75% attend mainstream schools with little or no specialist provision. Lack of support often means that they encounter communication barriers every day of their lives at school and in their social and home lives. As a result, deaf children commonly experience social isolation, poor mental health, low self-esteem and poor educational outcomes.

Our early intervention programme through activities and mentoring support aims to support deaf children and young people to see the positives in their deaf identities and to build their confidence and aspirations in negotiating key transitions and preparing for adult life.

Through England's initiative with deafPLUS, the Welsh Democratic Engagement Project, and Scotland's BSL Rights and Equality for Deaf People project, 30 Knowing Your Rights workshops were delivered as roadshows, facilitating engagement with 453 deaf adults and young people, plus 8 parents and 11 teachers across the UK.



OUR PROGRAMMES

- 94% of those attending the workshops say they know their rights, compared to only 40% prior to attending the workshops.
- One example showing the impact of the workshops and how they were used in practice - attending the workshops, some deaf people were unaware that they had rights. The workshops provided them with not only knowledge but also confidence. They became involved in the consultation process, more assertively able to explain their needs, and this resulted in the government reversing their decision, ultimately deciding not to cut the Contact Scotland BSL service!
- Another example of Knowing Your Rights sessions at schools: Young deaf people who were about to transition from school to college/university, etc, were trained in their rights to access communication support, and particularly their right to apply for a Disabled Students' Allowance, of which they weren't previously aware!

Key Highlights from Devolved Parliaments



Northern Ireland

- **Sign Language Bill:** The Deaf community and deaf organisations were invited to the Assembly to learn about how a Bill becomes legislation. This was useful as the Sign Language Bill has been introduced to the Assembly, recently passing the **2nd stage to reach the Committee stage**, where stakeholders are able to present their views.

- **'Untold Stories' Heritage Project:** Following a successful funding application to The National Lottery Heritage Fund for a new project, 'Untold Stories' began in February 2025, to educate the Deaf community on the importance of preserving cultural information and the need for the creation of an online video library of stories.



Scotland

- **BDA Scotland** was asked to respond to a **call for evidence** for the BSL Inquiry. **Benefits of the BSL (Scotland) Act 2015** were presented, e.g. public services now have local BSL plans, BSL becoming more visible particularly since Covid, BSL videos for NHS have been developed, engagement with the deaf community, etc., and weaknesses which include plans needing to be monitored/evaluated, and the need for additional funds.



Wales

- **BSL (Wales) Bill:** Mark Isherwood MS introduced the BSL (Wales) Bill on June 19, 2024, and it moved to the legislative stage despite some government pushback. BDA Cymru supported Isherwood at the Welsh Labour Conference and facilitated mandatory consultation, which ended on January 31, 2025. Two consultation groups were held in October 2024 where BSL signers could participate using BSL. A BSL Stakeholder Task & Finish Group, co-chaired by BDA, was formed in January 2025 and will conclude in July 2025 with recommendations. The Bill is expected to be debated and voted on around July 2025.



OUR PROGRAMMES



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Sign Language & Culture

The BDA is best known for campaigning for legal protection of BSL and ISL. We aim to protect, preserve and promote BSL and ISL by raising awareness of the importance of BSL by co-ordinating Sign Language Week.

We also undertake research into the experiences of Deaf people in different regions and countries from across the UK, as well as publishing policy responses to key policy developments and consultations that impact on Deaf people. To find out more:

Research & Consultations – British Deaf Association (bda.org.uk)



We work with our members and partners to shape our world into a more equitable place through our campaigns and the following events to promote our language:

Sign Language Week

Sign Language Week is BDA's flagship awareness week celebrated every year in March to commemorate the first time BSL was acknowledged as a language in its own right by the UK Government on 18 March 2003. The aim is to celebrate and educate the British public about BSL and to encourage more people to start learning our language.

National BSL Day

To commemorate the passing of the BSL Act 2022 on 28th April, this day is known as the National BSL Day.

International Week of Deaf People and International Day of Sign Languages

International Week of Deaf People is an initiative of the WFD and was first launched in 1958 in Rome, Italy. It is celebrated annually by the global Deaf Community in September each year to commemorate the same month the first World Congress of the WFD was held.

BSL Conferences

The BDA's BSL Conference is an official event of the BDA, aimed at bringing together public services and the Deaf community who seek to partake in national exchange of information and furtherance of the BDA's mission to influence policy reforms that have prevented BSL from flourishing.

OUR PROGRAMMES



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We've been delivering the following sign language services across the UK:

Following our pioneering Northern Ireland **Family Sign at Home** (FSH) project (funded by NI's Department for Communities) and subsequently our rollout of FSH in England and Wales (funded by the Masonic Charitable Foundation), **66 families** were engaged, totalling 254 individuals. Sessions were delivered by **19 deaf tutors** recruited through our partnership with ABSLTA (The Association of British Sign Language Teachers and Assessors).

- **Before** joining the project, only **58%** of parents found it easy to understand their child's thoughts and feelings, yet **after** their participation in the project, this had **risen to 85%** stating it was easy.
- **Before** the project, just **63%** felt they were effective and confident as parents; after participating in the project, **92%** said they were effective and confident.
- Additionally, after participation in FSH, **92%** of parents saw an impact on their child's ability to communicate, **58%** saw improvement in their child's ability to express their thoughts and feelings, and **50%** saw improvement in their child's mood when interacting with family.
- Finally, **96%** felt they had learnt "as much as, or more than" they had hoped from the project, and **96%** reported an impact on their ability to communicate with their child.

Positive quotes from the parents of deaf children

66

I just wish these sessions were widely available to every hearing parent of a deaf child...It's so valuable because it hasn't just helped us to communicate – it's helped us grow closer as a family.

His little face lights up when he knows you're understanding him, or he gets a new sign.

It built her confidence quite a bit, to have an adult come round who had a cochlear implant and was signing. She was a bit awestruck, like [the tutor] was a celebrity

99



OUR PROGRAMMES



SCAN ME FOR BSL
OR CLICK HERE

Through our **Deaf Roots** and **Pride Scotland (DRP)** project's engagement activities delivered by a total of **50 deaf role models**, **410 beneficiaries** from 26 schools were reached through **40 workshops**.

In addition, **14 workshops** were delivered, reaching **52 parents**, and **82 teachers** were also engaged.

I can see my son who are involved with DRP Transitions – YAG have thrive and change his confidence and become involved with Member of Scottish Youth Parliament. BDA Scotland and DRP Transitions Officer have made an impact on my son's future. I want to thank them for giving my son the opportunity to inspiring him and made transformation.

A Parent of Deaf Youth Advisory Group (YAG) member

...The DRP project has been the single and most successful route to engaging Deaf learners in our schools. Our pupils go through challenging times in schools, even supported by qualified Teachers of the Deaf, with all of them struggling to develop their Deaf identity. The events organised by DRP are significant vehicles that allow all of this to happen.

.... If we remove funding for DRP Projects, then we are removing the culturally significant vehicle to develop our pupils' Deaf identities.

Teacher of the Deaf, Falkirk





Protecting BSL

In March 2024 the BDA launched a campaign called BSL in Our Hands to address the crucial need for early access to BSL/ISL for deaf children and their families. Approximately 90% of deaf children are born to hearing parents. Due to systemic barriers, most parents will have had little understanding of deaf people's lived experiences and no knowledge of how to communicate with their deaf baby. We know that language acquisition in the first five years of life is essential for a child's cognitive development and wellbeing. Yet access to British Sign Language as part of an early and comprehensive support package is not currently provided by our government. There is a world of potential in every deaf child's hands. We just need to give it to them. We need BSL in their hands in our hands, right now. Their future is in your hands.

The campaign's first initiative centred on urging the public to act by writing to their Members of Parliament (MPs) to ask them for their support.

Our Asks:

1. We want the Government to fund free access to sign language to the families of all newly identified deaf children.
2. We want the very best standards of teaching. This means fluent teachers, with increasing numbers of Deaf and native signers.
3. We want to see these changes rolled out across the UK.

Outcomes:

3,371 people submitted the form saying they have written to their MP in support of the BSL in Our Hands campaign <https://bda.org.uk/bsl-in-our-hands>



PROTECTING, PRESERVING AND PROMOTING BSL

As part of our ongoing BSL in Our Hands campaign, we launched the Visual Handprint Petition during Deaf Awareness Week 2024.

Unlike traditional petitions, this initiative invites participants to upload a photo of their hand—painted, traced, or coloured—to symbolise their commitment. Each handprint serves as a visual pledge calling for access to BSL for Deaf children and their families/carers—access as a right, not a privilege.

To date, hundreds of individuals have uploaded handprint photos via the campaign website and across social media, with many submissions featuring multiple handprints. This powerful and creative approach has significantly increased campaign visibility and engagement.

The petition has attracted widespread support from a diverse community, including families, children, teachers, campaigners, and Deaf allies, demonstrating strong collective backing for the cause.

A standout moment was the collection of handprints at Glastonbury Festival, highlighting the national reach and public support for the campaign across a broad audience. To add your handprint to our petition, go to: <https://bda.org.uk/handprint/>



Currently there is no national programme of early years BSL provision for deaf children in the UK. Experts agree the way forward is clear. The four-point plan includes:

1. Talk to the BDA. The UK's only national representative organisation for BSL and the Deaf community
2. Free and immediate BSL support for deaf babies and their families. This is not only a right, it's a necessity.
3. Full access to bilingual education in both fluent English and fluent BSL
4. The upcoming BSL GCSE must be taught by fluently signing Deaf teachers.

This shows how to put BSL into the hands of those who need it the most <https://bda.org.uk/our-manifesto/>

PROTECTING, PRESERVING AND PROMOTING BSL

Preserving BSL

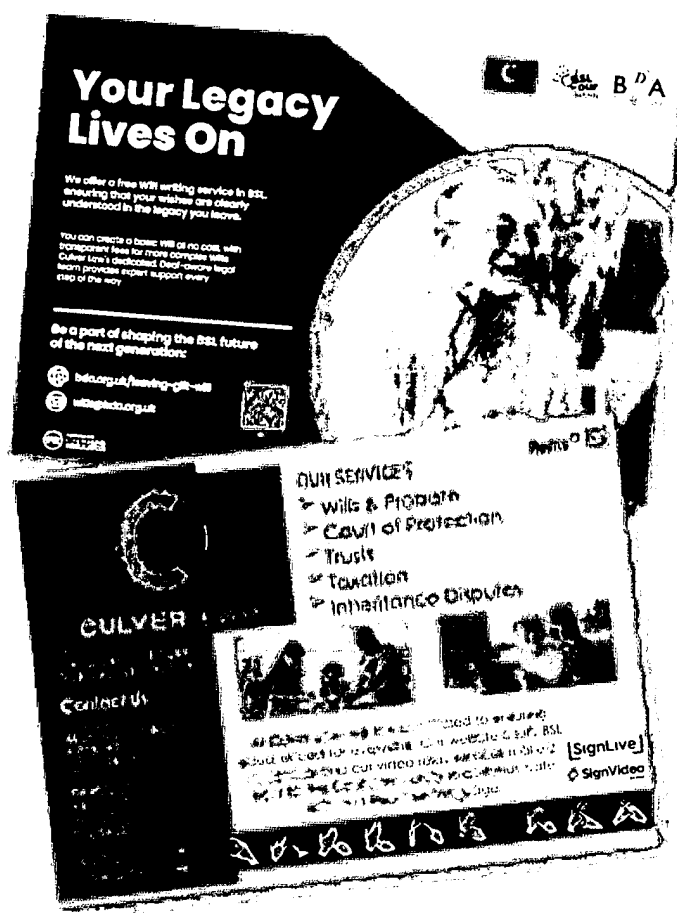
Accessible Free Will Writing Service – Remember a Charity Week 2024

In a pioneering initiative during Remember a Charity Week 2024, the British Deaf Association partnered with Culver Law to launch the UK's first BSL-accessible free will-writing service. This ground-breaking project removes communication barriers and enables Deaf people to create wills using BSL, empowering them to consider leaving a gift to charity with full understanding and autonomy.

Key features of the service:

- Full BSL accessibility on Culver Law's website.
- Standard wills are offered free of charge, with transparent pricing for more complex cases.
- Users can complete the entire process in BSL, including consultations and legal review.

Since launching in September 2024, the service has received 20+ enquiries and has already led to several confirmed will appointments. This initiative not only supports individual empowerment within the Deaf community but also positions legacy giving as a viable and meaningful way to contribute to the BDA's long-term future.



SCAN ME FOR BSL
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BSL Poet Laureate

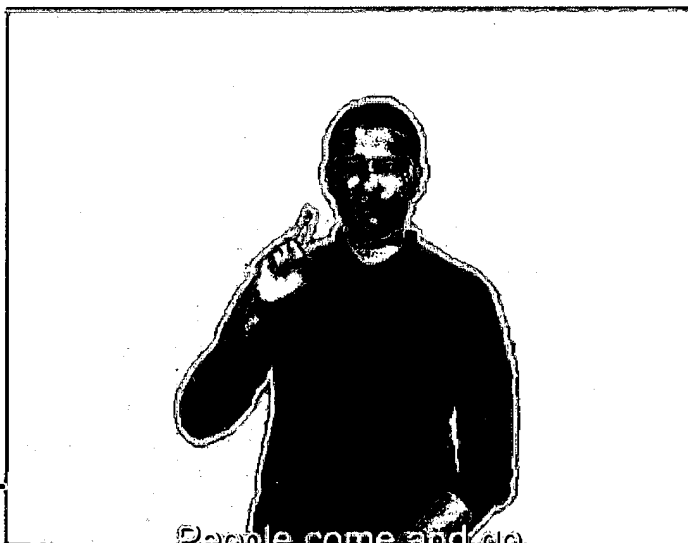
This year we hosted the second annual BSL Poet Laureate Competition, to mark the UK's first National BSL Day honouring the historic date on which BSL was first recognised in law as an indigenous language of Great Britain, with the British Sign Language (BSL) Act 2022.

DeafZone Glastonbury kindly sponsored an £800 prize pot for a competition open to all, with £500 awarded to the winner, £200 to the second place, and £100 to the third place.

Deaf BSL signers 18+ from across the country were invited to submit a 2-minute video clip of original poetry in BSL. Entries were judged on the fluency and creativity of the language, the content and originality of the poem, and the confidence of the performance.

Ismael Mansoor won first place, receiving a £500 prize and the opportunity to collaborate with DeafZone at Glastonbury 2024. Kabir, who was the inaugural BSL Poet Laureate in April 2024, also re-filmed his winning poem with Remark and performed at Glastonbury.

The two runners-up were Sandra Duguid and Sahera Khan, who won £200 and £100 respectively. Sandra Duguid secured second place with a beautiful and passionate poem about BSL, featuring the repeated message "Yours, Mine, Theirs." In third place was Sahera Khan, whose lovely BSL poem of repetition and rhyme deeply moved the judges.



PROTECTING, PRESERVING AND PROMOTING BSL

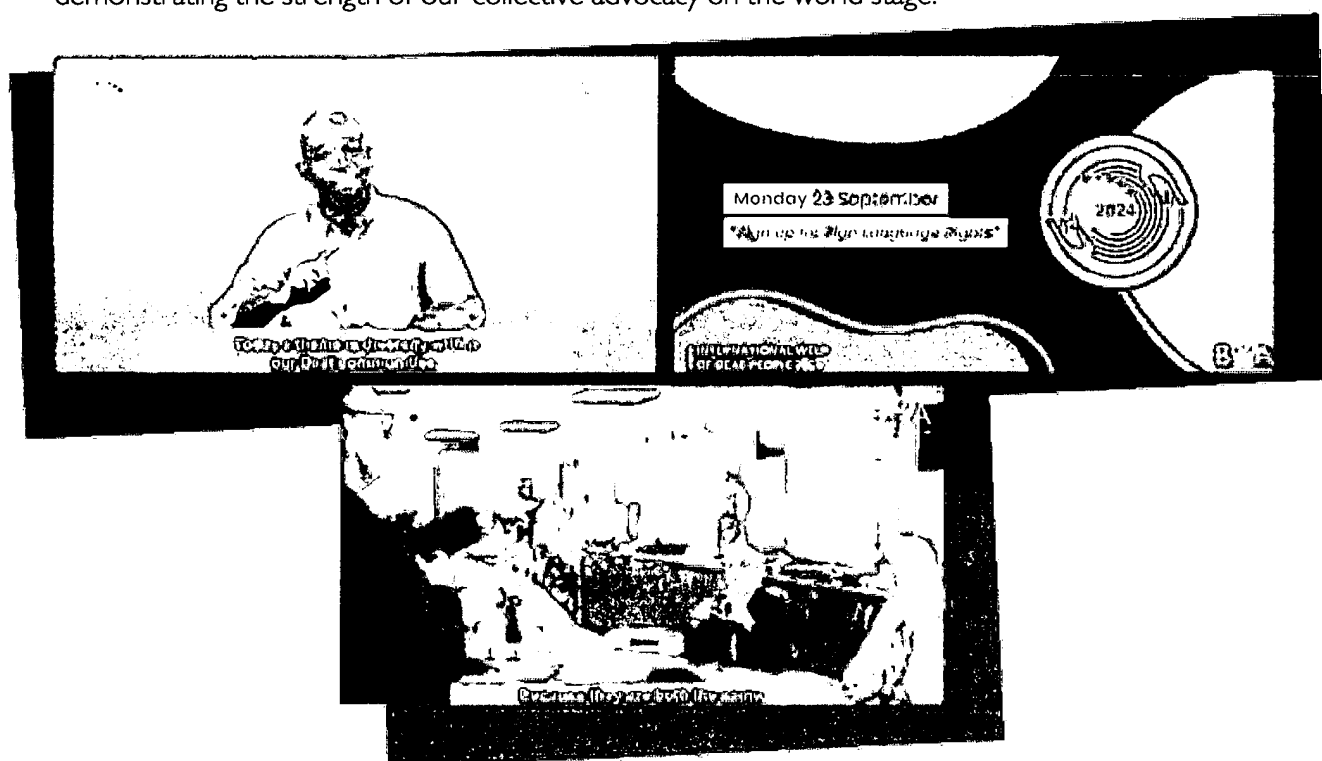
SCAN ME FOR BSL
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Promoting BSL

As a proud member of the World Federation of the Deaf (WFD), the BDA took part in the 2024 International Week of Deaf People (IWDP) and International Day of Sign Languages (IDSL) from 23 – 29 September.

2024 theme, **“Sign up for Sign Language Rights”**, highlighted the importance of inclusivity and the global recognition of sign languages. The week celebrated the unity and diversity of sign languages across the world, with global leaders encouraged to sign the theme in their national sign languages—showcasing the universal significance of communication for Deaf communities.

Throughout the week, the BDA shared a series of themed social media videos, created by staff and aligned with each day's focus. These covered topics such as sign language rights, Deaf leadership, and accessibility. We were especially proud that one of our videos was shared by the WFD—demonstrating the strength of our collective advocacy on the world stage.



Sign Language Week 2025

This year for Sign Language Week, we offered BSL lessons to both schools and corporate organisations.

- **Corporate BSL Lessons:** We hosted 8 BSL sessions for corporate teams, reaching over 2,400 employees — doubling last year's numbers.
- **Schools BSL Lessons:** We launched our first-ever Schools BSL package, which was downloaded by an incredible 1,200 schools nationwide.

PROTECTING, PRESERVING AND PROMOTING BSL

The team created a fundraising packs for Schools, Corporates and our general audience to help supporters get involved during the week.

We also sent out toolkit emails to the BSL Alliance, BSL Research Forum, and our members. These included everything from SLW 2025 details to brand guidelines and the general fundraising pack. All resources were made available on the official website: signlanguageweek.org.uk.

#LossToFound

We also launched the **Loss to Found** campaign during Sign Language Week to shine a light on the emotional and transformative journey many Deaf people and their families experience.

Loss to Found challenged the narrative of "hearing loss" by reframing it as Deaf gain — a powerful shift in perspective. For many Deaf children and their families, discovering BSL is not just about communication; it's about finding a sense of identity, belonging, and pride.

Campaign Impact:

Impressions: **388,943**

Link Clicks: **13,428**

We collaborated with influential Deaf voices including influencers Bobbie Norton and Becky Helen and our Campaign Ambassadors who helped us bring the message to life through powerful and creative storytelling.

We are very proud of the campaigns launched during 2024-25 and the hard work of the Visual Language Service (VLS) team.



00

The first time that I remember I connected with the Deaf community, I didn't feel alone anymore. I didn't feel ashamed to be deaf.



00

She's a different child... I felt I'd lost her, but now I have her back. Why? Because of BSL.



I had felt like I'm the only Deaf person in this world. And then I realised there was a culture, and a community.

Becky

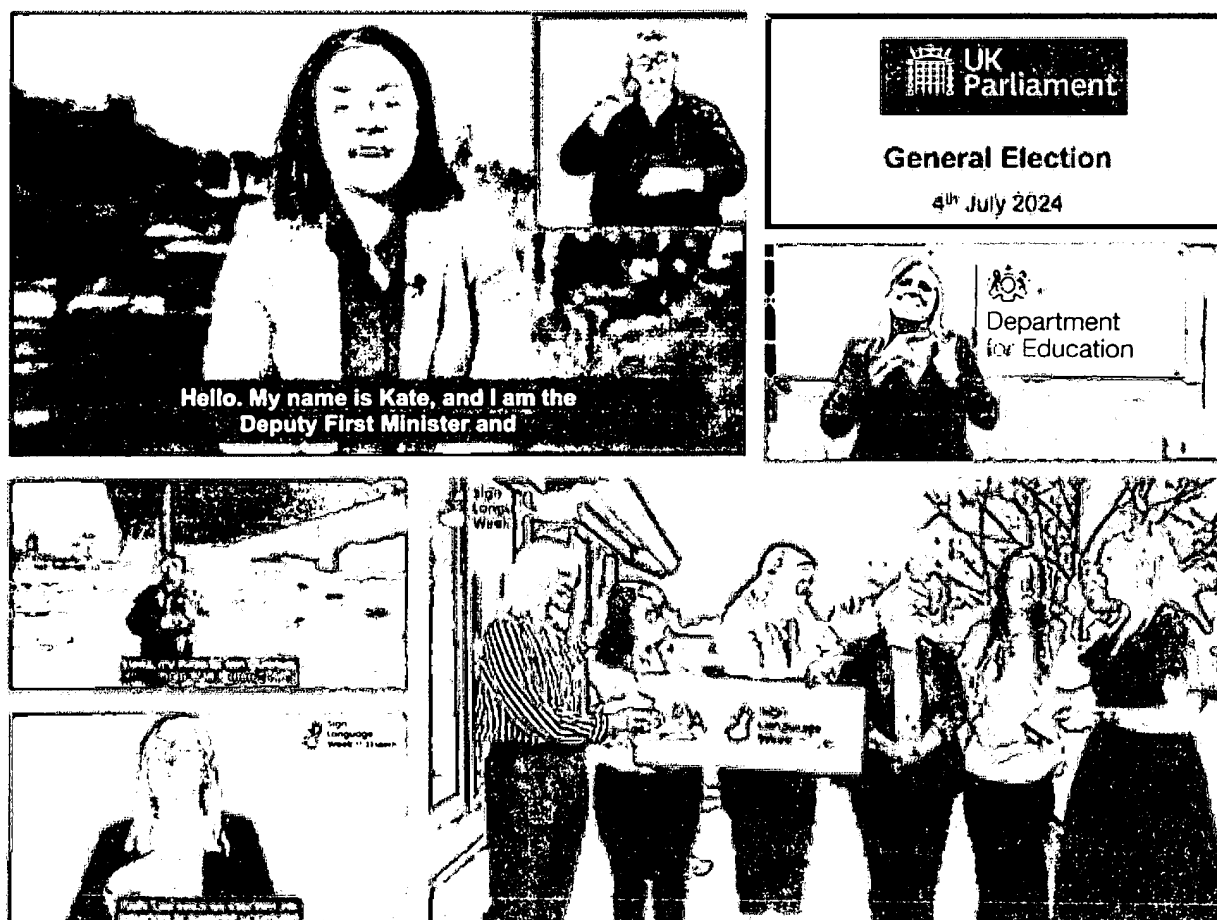
PROTECTING, PRESERVING AND PROMOTING BSL

As our working language is BSL, it is vital that our news is accessible in a bilingual format which requires a lot of time filming, editing, and producing BSL videos with voiceovers, transcripts, and/or subtitles. It is worth bearing in mind that our campaigns are therefore expensive and take us longer to release than English-only communications.

Over the year, the VLS team collectively produced 897 videos. Campaign and information videos about the BSL in Our Hands videos were undoubtedly the biggest hit and contributed to the increase in viewing figures from the UK and across the world.

In addition, the VLS team supported their colleagues in the organisation with their own work in providing BSL (and in Northern Ireland, both BSL and ISL) videos of activities and project work, ensuring that Deaf people had access to crucial and accurate information in sign language.

Last but not least, the VLS team is regularly commissioned by the private and public sectors to produce BSL videos, host livestreams and provide other chargeable media services. Some of external clients VLS worked with included Public Health Scotland, the Electrical Commission, Public Health Agency and the Welsh Government.



HERITAGE OF BSL

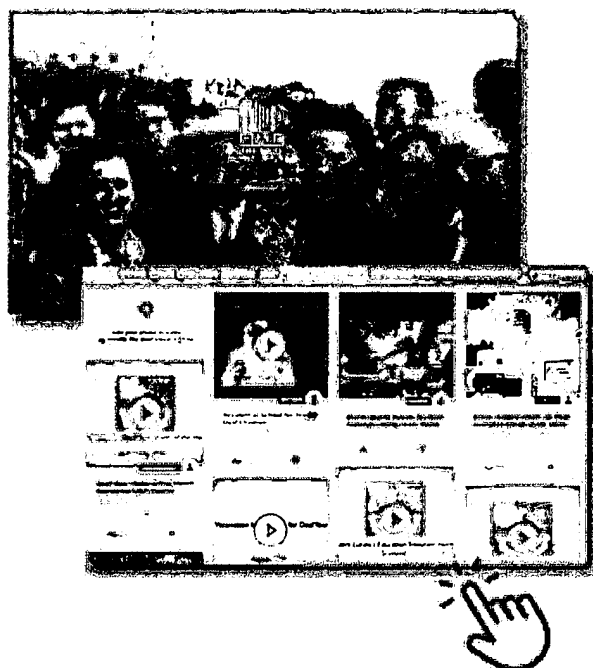
During the year 2024 – 2025, we visited British Deaf History Society (BDHS) in Manchester to explore further collaborations between our organisations.

As we approach our 135th anniversary in July 2025, our heritage is even more important as it shapes our future. Please take a look at our digital archive: **Historypin | SHARE: The Deaf Visual Archive**

We renewed our agreement with the London Archives (formerly London Metropolitan Archives), which stores a significant amount of print material on behalf of BDA. In addition, we've become a member of London Screen Archives who store a huge collection of BDA's films including 24 shelves of videos and 5 shelves of film.

London Screen Archives now administer licenses for BDA's films

Going forward, we have been exploring funding opportunities to digitalise the BDA's collection of print and film archives which would greatly speed up research and finding particular archives for the public to use.



We were very proud to sponsor the Deaf Sports Personality of the Year awards this year celebrating 100 years of Deaf sporting history in which the BDA played a part in the inaugural Deaflympics back in 1924



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STRATEGIC GOALS

PRESENTED IN
BSL AT THE
AGM
DERRY CITY
2025

Performance against strategy during the year 2024-2025 which is known as Year Two of three short-term strategic goals (2023 – 2026):

#TakingBSLForward 2022 - 2032

Strategic Goal 2023-2026	Year 1 2023 - 2024 key outcomes	Year 1 2023 - 2024 key outcomes	Year 1 2023 - 2024 key outcomes	Year 1 2023 - 2024 key outcomes
Prepare	Quarter 1	Quarter 2	Quarter 3	Quarter 4
1.1 Mobilise and support a #BSL2032 movement led by Deaf people of all ages (including BDA Youth and older Deaf people) in new regional forums to bring together, motivate and empower the signing community and our allies to effect positive change	Developed a 'Theory of Change' as a result of the Propel Explore grant. *Propel- Consulted with 7 Community groups reaching 153 people from March to May 2024. *Engaged with Southampton Deaf Community to explore establishing new forum for Southeast.	Grant secured to co-design and co-establish Regional Member Forums in the Northeast and Southeast with members and BSL Alliance partners using the PCS model. *4 Know Your Rights workshops reaching 58 deaf people. Revamped presentation * Leadership Day with 5 Deaf CEOs to host in January- BDA, DeafPLUS, SignWow, BSLBT and Toby Burton *Bespoke training pack developed for Community Organising/Social Changemaking	BDA Youth committee members recruited. *3-day Community Organising/Social Changemaking training. *2 Information Sessions totalling 18 Deaf people: - Advocacy Hub and one of the Health & Social Care Trusts Equality lead – 'What can we do for you?' *2 consultation meetings totalling 39 Deaf people: - Access to 101 Emergency feedback on making the service accessible for Deaf people and the access to SignVideo *1 Festival 'Health & Wellbeing' – 4 keynote speakers sharing the lived experience of Dementia, Cancer, Diabetes and Open Water Swimming. Including the access to various Health & Wellbeing information stalls totalling 60 Deaf people attending *31 - 1:1 Personal Advocacy offering support to Deaf clients to overcome barriers in accessing health & social care services *Delivered 10 KYR workshops in October and November- in total 122 people (Cumbria 4 workshops (24) London Remark groups 5 workshops (90) Derby (8)) *Delivered Care Act workshops in Chesterfield and Derby (total people 26)	*Facilitated Accessible Information Standard (AIS) workshops Part 1 and 2 in Derby reaching 29 people. *Delivered 'Knowing Your Rights' workshop sessions at BID Birmingham and Access Bedford reaching 42 people * Engaged over 101 Deaf individuals in partnership with SignHealth across Northern Ireland, focusing on Mental Health Awareness, their rights to support and receiving valuable feedback *33 Clients: 1:1 Personal Advocacy to overcome barriers in health & social services including Palliative Care & the Stroke Association, with over 305 contact logs *3 Information Sessions: Reached over 107 participants. The 'Wellbeing & Empowerment Festival' was a highlight, featuring workshops on Empowerment and Deaf Cancer Support etc

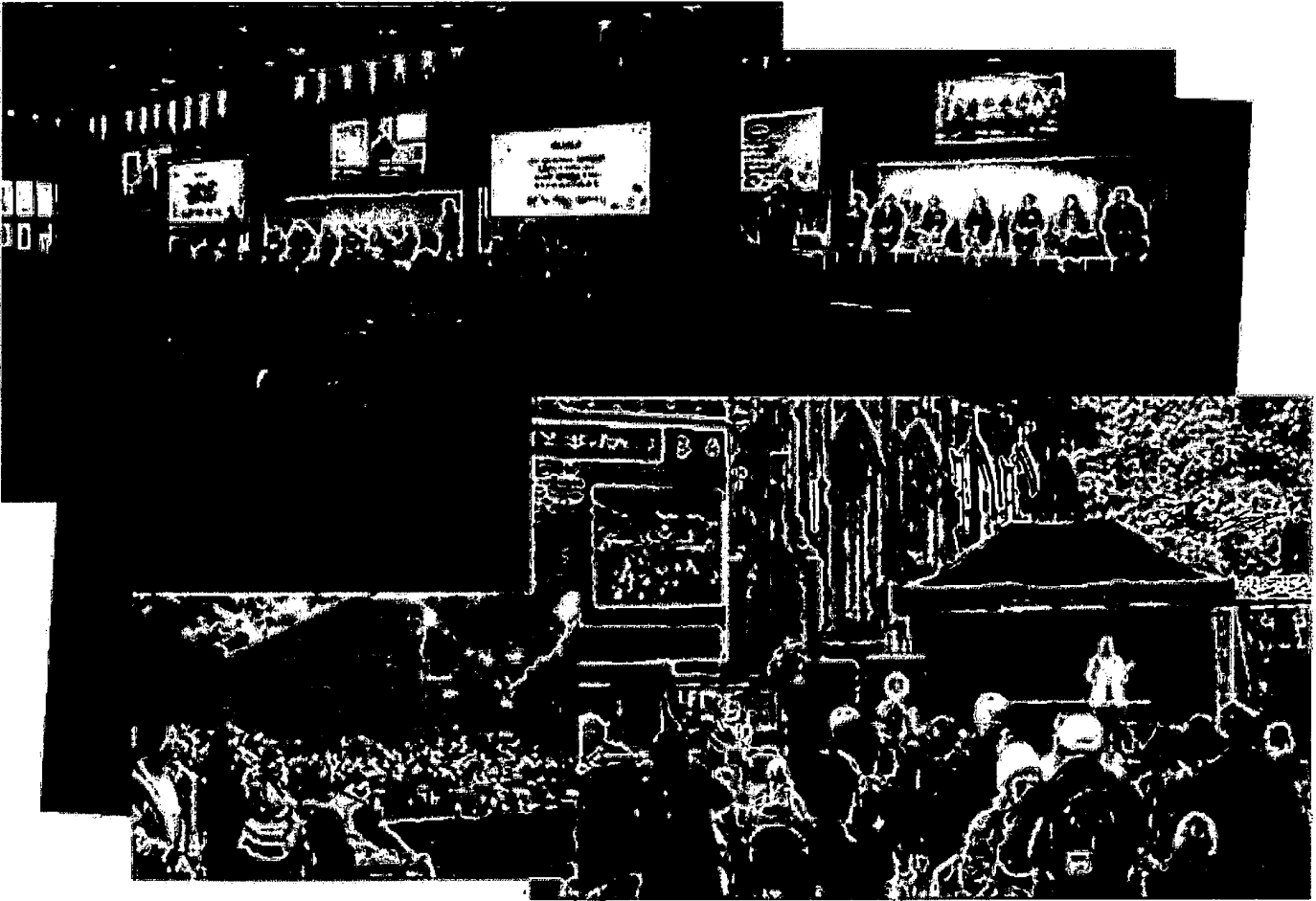
STRATEGIC GOALS

PRESENTED IN
BSL AT THE
AGM
DERRY CITY
2025

I.2 Establish and lead a nationwide BSL Alliance and build sustainable relationships with other partners, stakeholders and allies to maximise our collective influence and make progress towards our goals.	53 deaf organisations joined the BSL Alliance, and 4 action groups have been established focusing on 1 - Health & Social Care 2 - Interpreting 3 - Early Years 4 - BSL Teaching. Work together to track the implementation of the BSL Act. More information about the BSL Alliance, https://bslalliance.org.uk/	First face to face meeting held in Birmingham in June 2024 with BSL Alliance members.	Referral to our BSL Alliance partners as a key driver in our communications during the Labour Conference. Reinvigorate activity to push forward #BSLinOurHands	BSL Alliance members took part in SLW 2025 using branded marketing resources to unite strength in numbers.
I.3 Engage with and seek to influence the Government and the BSL Advisory Board to ensure BSL is prioritised and embedded in cross-government policies and institutional frameworks on key areas for the British Deaf communities including early years, education, employment, health and social care.	BSL Conference 2024 Manchester attended by most of the BSL Alliance members. General Election 2024 preparation including strategies on introducing ourselves to new MPs and drive forward #BSLinOurHands through the Deaf Leadership ethos	BDA and RNID called for the two main political parties to commit to providing a British Sign Language interpreter for the new Prime Minister's first speech to the nation. Hundreds of supports joined our call, but our request was simply ignored by Number 10 Downing Street.	Worked with SignHealth, RNID and NDCS to organise a cross deaf sector parliamentary event at Portcullis House in December 2024. It was a successful event engaging many MPs on BDA policies, including Early Years and deaf leadership We spoke to Sir Stephen Timms, Perran Moon MP from Cornwall, who has a keen interest in Early Years and now is an official for APPG BSL, and Naz Shah, a MP in Bradford, who we invited to attend the Deaf Eid Deaf celebrations in April 2025.	We successfully set up an APPG BSL! MPs and peers came together on a cross-party basis to bring the voice of British Sign Language (BSL) signers to Westminster. This is the first time any UK parliament will have an All-Party group dedicated to addressing the aspirations of BSL signers. The new group will campaign for Government to support families of deaf children to learn sign language – to enable them to communicate with their child. It will work to celebrate Sign Language Week every year which started with a Westminster Hall debate on 20th March 2025 and will raise other concerns of BSL signers including the future of deaf education.

STRATEGIC GOALS

Strategic Goal	Strategic Goal	Strategic Goal	Strategic Goal	Strategic Goal
I.4 Work to improve the representation of Deaf people in influential public bodies, especially parliaments, governments and councils.	BSL Charter updated following the BSL Act 2022. Commissioned research by RAND to identify the economics of BSL. Explore partner to undertake a Literature Review of Early Years research to highlight the benefits of BSL for deaf children.	Review the new BSL Charter and Training & Consultancy Service to ensure we are able to assist organisations to develop bilingual practices by providing expert advice and support;	Development of a Training & Consultancy service and portfolio with the aim to: - provide consultancy services for organisations and communities. - deliver education and training in BSL language planning; - organise events for professional stakeholders	Training & Consultancy portfolio development ongoing.



STRATEGIC GOALS

Promote				
2.1 Increase the public visibility of BSL and the Deaf community with a decade long innovative and engaging #BSL2032 PR and Communications campaign	Huge congratulations to Ismael Mansor on winning the BDA's BSL Poet Laureate competition on National BSL Day on 28th April 2023.	BSL Poet Laureate performance at Glastonbury. Handprint petition reached over 500 people in Glastonbury. Many thanks to Deaf Zone Glastonbury for sponsoring the prize for 1st, 2nd and 3rd places as well as giving Ismael the opportunity to perform at Glastonbury!	The BDA took part in the 2024 International Week of Deaf People (IWDP) and International Day of Sign Languages (IDSL) from 23 – 29 September. 2024 theme, "Sign up for Sign Language Rights", highlighted the importance of inclusivity and the global recognition of sign languages. We stood up proud at the Labour Conference and asked the audience to cheer for International Day of Sign Languages in front of Early Years Minister Stephen Morgan MP.	BDA kicked off Sign Language Week 2025 with 'Loss to Found'. The campaign's message is clear: every deaf child in the UK deserves access to British Sign Language (BSL) or Irish Sign Language (ISL), in addition to English. They shouldn't have to discover their deaf identity later in life. Additionally, we offered free BSL lesson for companies during Sign Language Week 2024 and over 2,000 companies signed up.
2.2 Inspire and support families of deaf children to learn BSL as soon as possible after diagnosis	*Evaluation of the FSH in NI carried out, interviewing several families. *Project implementation of the FSH in England and Wales underway. *First new MEL framework for the FSH developed including data collection tools. *Brand new branded FSH curriculum and teaching resource pack for the BSL tutors developed. *39 families of the deaf children signed up for the FSH England programme	Early Years position statement created to take forward direct action. To be launched during SLW 2024. *Evaluation Report created for the FSH NI, showing the impacts and successes of the project. *Trained and inducted BSL tutors ready for the sessions with the families of deaf children. *14 families from Wales signed up for the FSH programme *Further funding from DoC secured for the FSH programme NI. *Inducted 6 tutors in NI with a refresher's training *Seven families began in Family Signing at Home for 20 weeks earlier, totalling 27 people, including siblings, grandparents, and others such as classroom assistants.	*Nine families still processed in Family Signing at Home (FSH) for 20 weeks that will be finishing by the end of March totalling 35 people, including siblings, grandparents, and others such as classroom assistants *5 families began refresher courses for 10 weeks which only started this month that will end by the end of March. The numbers of people involved will be announced next report *13 families completed 6-week FSH programme (England & Wales)	*51 families in England & Wales, completed 6-week FSH programme, involving 193 family members. *Ten families completed the 20-week Family Signing at Home (FSH) course. In total, 42 people participated, including siblings, grandparents, and classroom assistants. *Additionally, 5 families completed the 10-week refresher course, bringing the total to 19 people. *20 new families on the waiting list

STRATEGIC GOALS

2.3 Engage with professionals who work with deaf children e.g. audiologists, teachers of the deaf, speech and language therapists, social workers to promote the use of BSL equitably as other communication methods.	Business plans for each Country to manage projects in the BSL language field.	Undertake development projects relating to language policy and planning implement innovative research and development projects	Promote professional training and other educational activities in the field of language planning. *Fourteen professionals, one of the examples, gave a presentation to the Sensory Support Team to reconnect and discuss the referral pathway and feedback to cardiology booking team to request that they include in their letters if an interpreter has been booked to alleviate stress on the Service User *Deaf organisations from across Belfast came together for a pre-Christmas celebration. It was a great opportunity to catch up with each other after years of homeworking, and more recently hybrid working. Everyone expressed the hope that this will become an annual event. We also discussed the forthcoming sign language bill and how we could work together. *2 Deaf Equality Training totalling 43 people (Fermanagh & Omagh Hospital and BT Groups) *Child & Adolescent Mental Health Service (CAHMS) met with over 19 different professionals, such as Teachers of the Deaf (ToD), Educational Psychologists, Sensory Disability Workers, and some Deaf organisations, to discuss the referral pathway between all services *Northern Health & Social Care Trust (Children's Hearing Services Working Group) met to discuss updating services between all Deaf organizations and how to collaborate. Family Signing in the Home always kept mentioning during the meeting *Engaged with ToDs from Cardiff to explain of the FSH project covering Wales area *Resulted in receiving 11 referrals from families to participate in the project.	*14 professionals, one of the examples, co-production meetings with Planning & Equality & Personal and Public Involvement teams to develop staff guidance to ensure Deaf and Disabled people are involved in decision making processes, liaising with Social Worker to improve SU involvement in informed choice and decision making in health settings *The BDA NI had a one-on-one meeting with the head teacher at Cregagh Primary School, where they have 15 deaf children integrated with their hearing peers. We discussed introducing a sign language class for all pupils from P1 to P7 to promote inclusivity for the deaf children. Additionally, we explored the opportunity for the families of deaf children to participate in our Family Signing In the Home. The head teacher will send our flyer to these families *3 Deaf Equality Training sessions were delivered amongst 3 hospitals in Altnagelvin, Belfast City and Lurgan, reaching a total of 59 people. Participants included staff members such as dieticians, occupational therapists, palliative care providers, and radiographers *Child & Adolescent Mental Health Service (CAHMS) to meet 4 times a years, over 23 different professionals, such as Teacher of the Deaf (ToD), Sensory Disability Workers, Deaf organisations, Speech & Language Therapists etc to develop the questionnaires for the families to share their experiences of accessing services in the early years and will help the group to understand what is working well, and where support could be better

STRATEGIC GOALS #TAKINGBSLFORWARD 2022-2032

2.4 Expand the signing community from 2022 to 2032 by collaborating with DFE, BSL teachers and other BSL training providers, awarding bodies, and funding providers.	Continued to work with Signature and NDCS regarding the BSL GCSE qualifications consultation. *GCSE BSL is not yet being developed in Northern Ireland. However, the course is starting in England and is expected to roll out to Northern Ireland within 2-3 years. *Regarding the BSL & ISL tutor/teacher group led by Deaf Answers and Foyle Deaf Association, they have set up the tutor working group for the first time in a long while. Both old and new tutors participated in this group. This group will have their own independent charity registered shortly, following the sign language framework. *3 internal staff/volunteers completed the teaching training in Derby college, BDA worked with a local college to recruit 14 deaf people and completed the teaching course to increase the number of BSL tutors. *Signed the MoU with ABSLTA	*Delivered several BSL workshops to the 300+ frontline staff from the cinemas across the UK, in partnership with Paramount UK. *Vulnerability Week- Deaf Awareness & Inclusion training session with 95 people attending. *Workforce of Diversity & Inclusion in Health & Social Care- 75 people attended the training session. *A pool of new BSL tutors are recruited for FSH programme	Prepare an open Letter to the Government to invest in Deaf workforce development to deliver BSL GCSE in schools across the Country. *Attended the Sign Language Partnership Group, led by the Department for Communities (DFC), to discuss and prepare the sign language bill that will be introduced to the Assembly *Attended the launch of both MA courses for interpreters/ translators, as well as three PhD programs, led by the Department for Communities, Ulster Society for Promoting the Education of the Deaf & Blind, and Queen's University *Had two 1:1 meetings with the Ulster Society for Promoting the Education of the Deaf & Blind to discuss the proposal of training 'Classroom Assistant' Level 3 and how it could be implemented for Deaf people only, as there are not enough Deaf Classroom Assistants. This is still in process *5 tutors for the past 12 months but one new tutor joining. One of them who attend the training at Hands That Talk, funded by DFC, has now become 6 tutors *Delivered BSL Awareness to Paramount cinema staff *Delivered BSL Awareness to British Airways, Heathrow *Deaf Equality/BSL Training delivered to North-east Derbyshire CAB team *Delivered BSL Awareness to PAs/CSWs *Sourced and inducted 20 tutors ready for 2025	• From the last quarter, we had 6 tutors for the Family Signing in the Home program. Now, with the addition of 2 more tutors, we have a total of 8 tutors for this quarter • Belfast City Council, in partnership with People 1st, launched an opportunity for anyone working under 16 hours to apply for a course to become a classroom assistant specialized in supporting deaf children. The BDA shared their materials and promoted this on our BDA Northern Ireland Facebook page. BDA NI involved the discussion with Ulster Society for Promoting the Education of the Deaf & Blind to discuss this initiative before the funding becoming available that People 1st won the contract. *Over 2000 people signed up to Sign Language Week taster sessions. Follow up emails sent following training to maintain engagement. *One online workshop delivered to Molecule to Medicine (approx. 20 staff)

STRATEGIC GOALS #TAKINGBSLFORWARD 2022-2032

Protect				
3.1 Develop an Action Plan to maintain and increase the number of signers (with a particular focus on the families of Deaf children) and contribute to the creation of nationwide BSL curricula from the early years to advanced levels and support the implementation of BSL teaching	Regional BSL Business Planning.	Gap Analysis developed and finalised for BDA Scotland	*Analysing the Gap Analysis for BDA England and NI currently	Regional plans developed.
3.2 Set up a BDA Research Forum to work with universities, language experts and BSL teachers to document, describe and engage the world with our language.	BSL Conference 2024 - SORD presentations	Economics of BSL research commissioned. Literature review of early years BSL benefits.	Peer review of the Genetics Position Statement following Cambridge University meeting.	Prepare for BSL Conference 2025. Research Forum Partners deliver workshop sessions.
3.3 Create a persuasive PR campaign to generate greater public understanding of BSL, including the important differences between artificial communication systems such as Makaton and Signalong and the natural languages of the Deaf community such as BSL and ISL	Produced a joint statement which is still in draft stages following complaints from members about them promoting Makaton during Sign Language Week 2024.	Makaton Charity agreed to remove 'language' from their profile and reposition themselves.	Ongoing engagement with Makaton Charity.	Position statement and resources on Makaton / BSL differences.
3.4 Create a persuasive PR campaign that promotes bilingualism against the threat of sign-deprivation advocated by organisations that seek to deliberately or inadvertently restrict deaf children's access to language, and making clear the lifelong implications of language deprivation on Deaf people's ability to thrive.	BSL in Our Hands campaign launch during the BSL Conference. Members expressed the need to prioritise Early Years ahead of the other priority issues as highlighted in the 10-year strategic vision. Members say our lifelong issues arise from systemic barriers oppressing our language in early years resulting in so many deaf children arriving at school with language delays resulting in extra burden on schools to develop their language before they can access the curriculum.	Deaf Awareness Week 2024 saw the launch of the visual handprint petition and BSL Manifesto to support the future of BSL in the UK.	Took the BSL in Our Hands campaign to the Labour Conference and the team raised important questions about BSL in early years. Met with Minister Morgan MP in October 2024 and we discussed systemic issues around BSL in practise.	Junior BSL Poet Laureate plans underway to promote BSL Poetry in schools.

STRATEGIC GOALS

Strengthen				
4.1 Invest in our staff and infrastructure including BDA Youth	The restructure of the BDA is now complete. Head of Policy, Head of Fundraising & Communications, Head of Finance and Head of Community Services to deliver the strategy as outlined by members.	Internal staff training matrix has been developed identifying training needs across the organisation including BSL, Budgeting, Marketing, Fundraising and Community Building.	Staff Away Day in December discussing Wellbeing in the workplace and 'from policy to community' processes how we can roll out position statements in our regional advocacy work. In addition, BDA Youth travelled to Glasgow to attend our AGM, a wonderful, exciting experience for them all.	During the final quarter of 24/25, we have continued with our investment in staff development. We have 4 staff on BSL level 6 courses, 2 that have just completed level 1 training, and we also have a staff member studying a BSL coaching course. Workshops were also completed in Inclusive Leadership, Recruitment and Retention and IT designing. Finally, a member of finance continued with her AAT studies and will take her next examination in the next few months.
4.2 Establish governance sub-committees such as BDA Youth and co-produce an Equality, Diversity and Inclusion (EDI) strategy with members to ensure we are more representative of the diverse Deaf communities in the UK	Recruitment for new BDA Youth committee members.	EDI Strategy Group survey developed.	EDI Strategy Group away day. BDA Youth Activities during the AGM weekend.	Final plans to launch the EDI survey amongst BDA staff in the first instance.
4.3 Co-produce and establish regional members' forums and develop youth leadership to empower the wider BSL community to represent their views and shape our external strategy on promoting their language.	feedback from the AGM co-designing and co-producing the future of 'bringing our community together' through Regional Member Forums has been analysed and we will report back to members on proposed plans	'Co-design and co-establish Regional Member Forums in the North-East and South-East with members and BSL Alliance partners using the PCS model. Include BDA Youth in the development.	Feedback to the AGM on work done in NI and SE.	Ongoing development of RMF in NE and SE.
4.4 Build a sustainable income, reducing our reliance on legacies.	Legacy Marketing underway with the re-establishment of partnerships.	Community Fundraising and Individual donor engagement planning.	Remember A Charity Week. Launch of BDA/Culver Free Will Writing Service.	SLW Fundraising 'Loss to Found' appeal launched.

STRATEGIC GOALS

4.5 Develop our international relations with parent organisations such as WFD and EUD	EUD GA 2024 in Belgium - Delegates were CEO and Vice-Chair. BDA Youth delegates at EUDY. Invited Joseph Murray President of WFD to present at the BSL Conference 2024 in Manchester.	Invited EUD President, Sofia Isari, to the Parliamentary Launch of BSL in Our Hands.	IWDP 2024 - To reposition BDA as the 'National Representative organisation of BSL and ISL in the UK' as members of EUD and WFD.	Plans underway to attend the WFD Conference in Kenya during summer 2025.



EDI Committee Group meeting 23 March 2024

Rebecca Mansell, CEO, Samira Mohammed, Ahmed Mudawi, EDI Chair, Aisha Sadiq, Priyesh Patel, Hamza Shaikh, BDA Trustee



BSL in Our Hands Parliamentary Reception 18 March 2024

Abigail Gorman, Vice Chair, Sofia Isari, EUD President, Rebecca Mansell, CEO, Robert Adam, Chair

ENGAGING WITH OUR MEMBERS



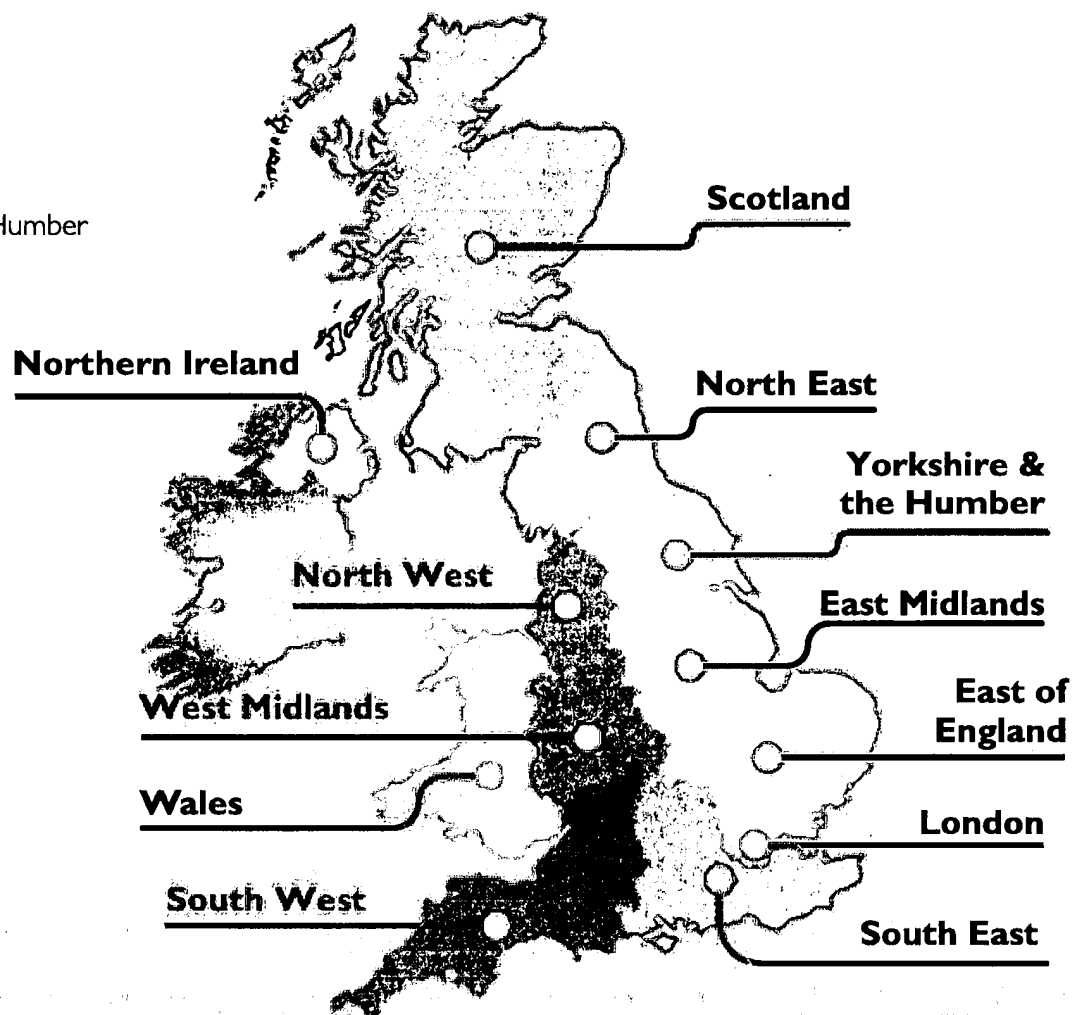
Across the diverse Deaf communities in the UK, there is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change to dismantle the barriers that have restricted Deaf people's lives for more than 130 years, ever since the BDA was established.

Over the next ten years, we will work with Deaf communities to build a grassroots social justice movement. We will set up regional member forums where Deaf people can learn about their shared history, receive training to fully understand their civil rights and feel empowered to become equality activists.

The strategy aims to bring back regional member forums, an updated version of the popular 'branch' model of BDA membership which was raised by so many members during the roundtable series. We will consult with members about the design of these forums as we prepare to implement an Action Plan. Together with our members across the country, we can co-produce plans for a national #BSL2032 movement.

There was a suggestion that the regional member forums could be developed across 12 regions across the UK. This could be achieved by working with regional Deaf clubs, communities, and BSL Alliance organisations.

- 1.Scotland
- 2.North East
- 3.North West
- 4.Yorkshire & the Humber
- 5.West Midlands
- 6.East Midlands
- 7.East of England
- 8.South West
- 9.South East
- 10.London
- 11.Wales
- 12.Northern Ireland



ENGAGING WITH OUR MEMBERS

Funding

Members expressed the need to bring back the Deaf community through a modernised 'Branch' system and how we can develop and support their community and work together to break down barriers we face every day.

As a result, the BDA secured funding from the Joseph Rowntree Charitable Trust to establish the North-East and South-East Regional Member Forums. This foundation believes in creating discussion to support change towards a better world.

Example

The local Deaf community in the Northeast are not happy with the interpreting service at their local hospital. They tell the hospital that an interpreter is needed for their appointment, but the interpreter hasn't turned up. They discover that that an interpreter hadn't been booked. This isn't an isolated incident, and the local Deaf community want to do something about it. The forum brings together the local NHS Trust, BSL Alliance member/s in the area and the local Deaf community to address this issue.

Keep an eye on social media if you would like to join the BDA and the Regional Members Forum.



Left: North East and Right: South East

European Union of the Deaf (EUD)

Delegates at the EUD General Assembly 2023 Sweden, Rebecca Mansell CEO and Abigail Gorman, Vice-Chair attended the 3-day General Assembly on 25 – 27 May 2023.

Important topics we took away included:

1. European Accessibility Legislation

The EU has been improving its response to ensuring accessibility for disabled people, including deaf people, through the adoption of key legislation. However, the implementation at Member State level has not been as successful as they hoped for.

2. Legal Recognition of EU National Sign Languages

EUD has been working hard to advocate for the EU to legally recognise its 30 national sign languages at the EU level. As a State Party to the CRPD, the EU is obliged to do so in line with Article 21(e) that recognises sign languages as full languages.

3. European Charter for Regional or Minority Languages (ECRML)

The working group for ECRML gave an update and presentation about ECRML. Members of the working group include:

- EUD Board Member Paal Richard Peterson, Norway
- Working Group Member Berglind Stefánsdóttir, Iceland
- Dr. Filipe Venade, Portugal

Dr Filipe Venade is a Deaf lawyer, and he explained the ECRML and its goals. Dr Venade talked us through how the structure of regional and minority languages work including the various articles. It was interesting, and we took away a lot of information that we can use in the UK to advocate for our national sign language rights.

4. Why Belgium has two NADs?

Marie-Florence and Tiina van Hoorebeke gave interesting presentations about why Belgium has 2 National Deaf Associations – one in the North of Belgium where the language is Flemish (Dutch) and one covering the South of Belgium where the language is French. There is also a third area in the East of Belgium where German is used. See photos of the map of Belgium. They use 3 National Sign Languages and the 2 NADs work closely together for the Deaf communities across Belgium.

5. How does the management of volunteers and workers differ from each other in a non-profit organisation? Markku Jokinen

Former EUD President, Markku, gave a fantastic presentation on the difference between volunteering and working for a charity such as the BDA. He talked about his career journey, both as a volunteer and paid staff and how they complemented each other.

European Union of the Deaf (EUD)

Interestingly, back in 2018, Markku did a survey of all National Deaf Associations in Europe including the BDA and assessed how many paid staff each organisation employs. Back in 2019, the BDA had 86 staff and currently, we have about 25 FTE staff across the UK. The survey also revealed that Holland and France NDA don't have any paid staff and that they only have volunteers.

6. Volunteer policy program in Doof Vlaanderen by Tiina van Hoorebeke, Doof Vlaanderen director

Tiina gave a great presentation about how they work with volunteers to carry out advocacy work. Their NAD is about the same size as the BDA with 22 paid staff (BDA has 25 paid staff) and they have approximately 300 volunteers of whom 60 – 70 carry out advocacy work throughout the region.

Abigail and Rebecca talked about how this model could be useful for our regional member forums once they are established. We attended further workshops on

7. Accessibility to healthcare: experience sharing and presentation of a website dedicated to health information in sign language by Florence Marion & Mylene Seguin.

In the afternoon, we took part in an interactive workshop on identifying what change is needed to improve access to healthcare for the deaf community. We gathered in groups to work through the 'problem tree'. Interestingly, all NADs faced similar challenges in their countries, and we agreed the issues stemmed from systemic inequalities.

8. EUD General Assembly

After the Roll Call, we went through the agenda which includes approving the minutes of the General Assembly 2023, Annual Report 2023, Financial Report 2023, Work Programme 2024, Budget 2024 and Motions.

We raised concerns about the critically low reserves and asked for them to present their fundraising plan next year despite the 2023 Minutes stating that the EUD Board planned to work on expanding their current reserves last year which we didn't see evidence of. Additionally, we asked whether NADs could receive monthly management accounts to ensure their 2024 budget is on track to make a surplus as presented. The EUD Board explained that there were unexpected costs incurred from staff leaving such as accrued annual leave which resulted in the unexpected deficit. They also said they are keeping a close eye on the 2024 budget.

The BDA took forward our Board's suggestions to reject/approve motions put forward by NADs. The first one from Sweden was about Deaf children's right to sign language in school. EUD rejected this motion although NADs approved it. The Second and Third motions were withdrawn by the proposers.

INTERNATIONAL

World Federation of the Deaf (WFD)

Joseph Murray presented to the BSL Conference in Manchester.

EUDY Report – Oslo, Norway 14th June to 16th June + EXGA 22nd August 2024

The chair of BDAYouth, Erin McCluskey attended EUDY's GA in Norway, Oslo, as a representative and a delegate on the behalf of the BDAYouth Committee.



Day 1: Started with the usual process, approving the chairperson of the EXGA, approving the secretariats and the tellers etc, then the roll call.

New Board Members:

- Daniel (President Elect)
- Anna (Board Member Elect) from the UK
- Lucas (Board Member Elect)
- Marino (Board Member Elect)
- Paula (Board Member)



DISMISSAL OF A BOARD MEMBER; A TREASURER – this discussion lasted over 9 hours, whilst there is a lot of information, I will highlight some key events.

- The treasurer and the EUDY board were allowed to explain themselves by providing their defence submission and two-minute videos from their witnesses.
- Within the past few years of EUDY boards, a total of 6 board members resigned, this raises the question of what is happening in the background of the EUDY.
- The YNADS had 20 minutes to discuss five questions each for the treasurer and the board member, totalling 10 questions

EUDY's reasoning for dismissing the treasurer:

- Communication was difficult with the treasurer
- No financial management as well as no transparency
- The treasurer has the attitude to influence on others which creates some tension within the work environment

BDAYouth ultimately voted YES, in support of dismissal of the treasurer.

INTERNATIONAL

EXGA 22ND AUGUST VIA ZOOM:

Erin as the BDA Youth's chair, Erin attended this virtual EXGA meeting by EUDY as a delegate

There is an EXGA because as explained previously; the events in Norway's GA did not allow us to full complete the GA's agenda planned at the time.

The EXGA started with the introduction of new Board; as listed as above and the standard procedure, approving the chair, secretariats, tellers, voting process, and the roll call.

It was announced that Laith, the former director of EUDY had resigned, the EUDY's explanation for this is that Laith simply doesn't follow the EUDY's vision anymore

EXGA 4: to accept the financial report of 2023. Outcome: **PASSED**

EXGA 5: Action plan 2025. Outcome: **PASSED**

EXGA 6: Budget Plan 2025. Outcome: **PASSED**

Election of election committee 2024-2025

All three candidates were elected to the Election Committee: Arpad (Hungary), Raul (Poland/Spain) and Konstantiouro (Greece).

Election of Ombuds Committee 2024-2025

3 Years: **Loran**

2 years: **Xavier**

1 year: **Rosita**

BDAYouth would like to congratulate all candidates involved.

BDA Youth Committee Elections

In 2024, BDA Youth underwent Elections for new Committee members. A total of 17 applications were received and 11 were shortlisted for interview in November 2024. A total of 7 Committee members were recruited into the BDA Youth committee! Their names are:

1. **Erin McCluskey** – Chair
2. **Sayfullah Ismail**- Treasurer
3. **Hannah Atkinson**- Events Officer
4. **Lucy Aitken**- Social Media Officer
5. **Damian Bastikar** – General Member
6. **Tobias Hester**- Outreach Officer
7. **Simranjit Kaur**- Administrator

We are very proud of the re-establishment of BDA Youth with almost full committee, and we are now focusing on developing a BDA Youth Strategy and Plan.

The Board would like to thank BDA Youth for all their hard work and contribution over the year.

FINANCIAL REVIEW

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The financial year continued to provide both the BDA and charities in general challenges in raising income, and in the financial year 2024-25 total income decreased by £60,765 from 2023-24 to £2,477,672.

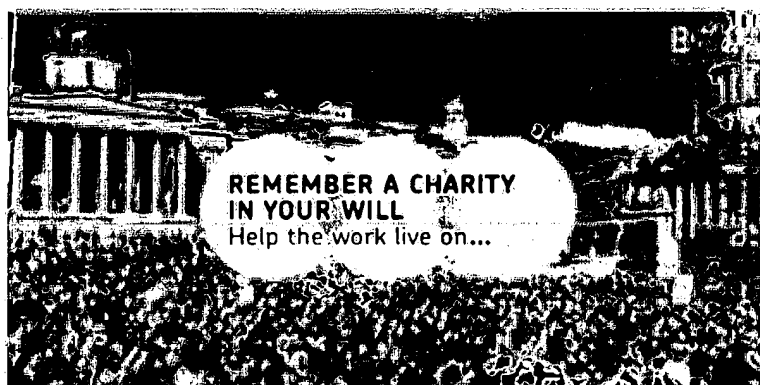
Legacies remain an unpredictable income source which should not be relied upon. In this financial year there was a decrease of £101,084 in legacies receivable resulting in an overall decrease of 6.93% of total legacies from the previous year to £1,356,642.

The surplus for the year 2024-25 of £304,099 which is significantly lower than the previous year (2024-25 surplus £1,126,477). As a result, general funds increased by £402,801 to £2,192,071 which represents 9.8 months of the annual expenditure budget for 2024-25.

INCOME

Total income decreased by 2.39% from £2,538,437 to £2,477,672.

Legacy income totalled £1,356,642 in 2024-25 (2023-24: £1,457,726) representing 54.8% of total income (57.4% in 2023-24).



EXPENDITURE

During 2024-25, 86.4p of every £1 of total expenditure was spent on direct costs towards empowering Deaf people (2023-24: 89.2p of every £1). The remaining 13.6p in every £1 (2023-24: 10.8p) went towards other costs such as fundraising, organisational governance and our European and international work.

Expenditure increased during the year by £761,613 to £2,173,573 (2023-24 total: £1,411,960).

The breakdown of the expenditure on charitable activities as a proportion of total charitable activities costs are as follows.

EXPENDITURE

Charitable Activity	% of charitable activity costs 2025	% of charitable activity costs 2024
Deaf Access and Inclusion projects	30.6%	33.7%
Deaf Community Advocacy projects	12.4%	21.4%
BSL Media and Deaf Community Development projects	26.5%	19.9%
Deaf Children, Youth and Families projects	11.2%	11.8%
Sign Language and Training projects	8.5%	5.2%
Policy and Campaigns	10.8%	8.0%

FUNDS

Total funds were £3,597,719 (2023-24: £3,293,620) of which £1,992,138 related to general funds (2023-24: £1,489,743) and £199,932 (2023-24 £299,527) relates to the Pension Reserve. In addition, £27,300 has been set aside for organisational and Deaf Community development by way of designated funds (2023-24: £121,203).

Regarding our Pension liability debt, the new plan requires the charity to make annual deficit reduction payments of £35,266 to 31 December 2027 and, to pay scheme administration expenses of £56,695 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The Board has maintained its policy of covering the total cost of these repayments from unrestricted funds thereby providing reassurance to funders that project grants will not be used to service the Pension Debt contributions. In the 2024-25 accounts, the BDA has a Pension Fund Reserve of £199,932, compared to £299,527 (2023-24).

There are several restricted funds that have supported specific BDA activities over the past year. (See note 14.) Total restricted funds have decreased by £4,799 to £1,378,348 (2023-24 total: £1,383,147).

PLANS FOR USING THE BDA RESERVES OVER THE NEXT 3 YEARS

In summary, the financial statements for 2024-25 show a surplus of £304,099 (2023-24: £1,126,477).

Our general funds have increased from £1,489,743 in 2023-24 to £2,192,071 in 2024-25.

Income and existing project grants have been designated for, and will continue to underpin, key areas of work such as Deaf Community Advocacy, Deaf Access and Inclusion, Deaf Children and their Families, and the increased use and visibility of sign language presentations and videos through our social media platforms.

Therefore, our reserves at 31st March 2025 are:

Reserves	2024-25	2023-24
Current Project Grants	£1,063,985	£1,067,328
Legacies/ADAs Funds	£314,363	£315,819
Total Restricted Funds	£1,378,348	£1,383,147
Designated: Development Fund	£27,300	£121,203
Designated: Pension Deficit Fund	£199,932	£299,527
General Funds	£1,992,139	£1,489,743
Total Unrestricted Funds	£2,219,371	£1,910,473

The BDA will continue to monitor its reserves carefully. In 2025, we continued to prioritise securing project funding for Deaf community projects – particularly given the need to provide additional support through visual language communication mediums in our first language, BSL.

The current reserves policy as agreed by the Trustees is a minimum of 50% of annual expenditure or 6 months running costs in the current financial year to preserve the BDA's cash flow and to meet any unexpected contingencies. Based on the 2024-25 budget, a 50% target would require a reserve of £1,079,417 in unrestricted general funds. The present level of free reserves (excluding the pension reserve and fixed assets) of £1,982,408 (2023-24: £1,479,745) now available to the charity is a significant increase on the previous year's figures and is in excess of the 50% target level.

In addition to the free reserves, £199,932 has been set aside to meet our future Pension Liability obligations to 2025.

GRATEFUL THANKS TO THE FOLLOWING FUNDERS FOR THEIR SUPPORT OF OUR WORK

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The BDA would like to extend our grateful thanks to the following funders, organisations and donors for supporting our work over the year 2024 – 2025:

BSL Conference 2024 – Manchester

- Headline sponsor – SignLive
- Gold sponsor – SORD
- Silver sponsor – Amsaan Tours
- Bronze sponsor – DCAL
- Red sponsor – Deaf Action

SignLive



BSL Poet Laureate sponsors:

DeafZone



Trusts & Foundations:

Grateful thanks to the following funders and their generous support of our work:

- John Ellerman Foundation
- Joseph Rowntree Charitable Trust
- deafPLUS
- City Bridge Foundation
- City Bridge Foundation (Propel)
- Masonic Charitable Foundation
- The National Lottery Community Fund People and Places 3, Wales
- Impact Funding Partners
- Northern Ireland Health & Social Care Board
- Promotion of ISL – Department of Communities
- Democratic Engagement Grant – Welsh Government
- Care and Repair
- Inspiring Scotland
- The National Lottery Community Fund – Scotland
- Robertson Trust
- Access and Inclusion – Scottish Government
- Age Scotland
- Family Signing at Home – Departments of Communities
- Lord and Lady Lurgan Trust
- The National Lottery Heritage Fund, Northern Ireland
- Dorothy Hay-Bolton Charitable Trust
- The Privy Purse Charitable Trust

Our special thanks to our corporate sponsors towards the BDA's AGM held on 16th November 2024 in Glasgow:



signwow



STRUCTURE, GOVERNANCE AND MANAGEMENT



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The Trustees, who are also directors of the charitable company for the purposes of the Companies Act 2006, present their report and accounts for the year ended 31st March 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, applicable law, and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2019.

The British Deaf Association is constituted as a company limited by guarantee and is registered for charitable purposes with the Charity Commission and also with the Office of the Scottish Charity Regulator (OSCR). The charity's governing document is the Memorandum and Articles of Association. The charity's full name is 'The British Deaf Association' (referred to herein as 'the BDA').

The governing body of the charity, the Board of Trustees, is responsible for the administration of the BDA.

The BDA is incorporated in England and Wales and is governed by a Board of Trustees, listed on page 1, who are elected every three years by members. The Trustees are provided with key information on appointment such as Trustee Handbook and Charity Commission booklet CC3. They are also required to attend a full Trustee Induction Away Day or Weekend.

Management is delegated to the CEO, who works with a team of managers, and who are responsible for delivering the full range of the BDA's activities. The Board and CEO meet and agree the Charity's strategic intentions.

The report resultant of these discussions is a reference point for all projects and developments.

The Board determines the remuneration of the CEO on an annual basis and in doing so, they benchmark salaries across comparable salaries with similar sized organisations within the sector, consider the external environment and also the current financial position of charity itself.

Public benefit statement

The Trustees confirm that they have referred to the guidance contained in section 17 of the Charities Act 2011 on public benefit when reviewing the Charity's objectives and activities and in planning future activities. Our overview and achievements section from page 4 to 9 reflects the scope of our activities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Statement of Trustees responsibilities

The Trustees (who are also directors of British Deaf Association for the purposes of Company Law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under Company Law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure the financial statements comply with the Companies Act 2006 Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and,
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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Auditors

Price Bailey LLP were appointed auditors to the company in accordance with section 485 of the Companies Act 2006.

Fundraising

During 2024 – 2025, the Head of Communications & Fundraising was tasked to lead the delivery of the BDA's 5-year Fundraising Plan, building on and leveraging relationships with the community and those who are engaged with it. Staff employed by the BDA carry out our fundraising activities. All arrangements are governed by written agreements that cover the responsibilities of each party and ensure that anyone working on our behalf adheres to our strict ethical standards.

We made significant progress during 2024 – 2025 with the migration of our marketing and fundraising data to the new CRM. We completed the development and integration of Beacon forms on BDA's website such as donor forms, member forms, sign language week sign-ups and a ticketing platform.

Fundraising is essential to allow us to carry out our vital work campaigning for our national sign language rights. Trustees are extremely grateful to our individual donors as well as companies, trusts and foundations who have supported our work over the year. Our fundraising is supervised by the trustee Finance sub-committee, with regular reporting to our full board of trustees.

We are members of the Fundraising Regulator and the Chartered Institute of Fundraising. We are conscious of the need to take care when interacting with individuals who are, or may be, vulnerable and we require all staff we work with to follow our Ethical Fundraising policy and Business Gift policy.

The British Deaf Association is registered with the Fundraising Regulator and complies with the Code of Fundraising Practice. No instances of non-compliance with any relevant regulations or guidelines have been identified, and nor have we received any complaints about our fundraising activities (2023-2024: none).

A significant proportion of our income is received from donation and legacies. When seeking to raise money from the public, we only send marketing material to those who have previously said they are happy to be contacted by us (and individuals are free to change their minds at any time). We take great care to ensure that our level of communication with our supporters is proportional and appropriate. In the past fifteen years we have not engaged in telephone marketing or in raising money from door to door or street collections.



STRUCTURE, GOVERNANCE AND MANAGEMENT

We joined the Remember a Charity scheme again during 2024-25, calling on our members and supporters to remember the BDA in their Will to enable us to preserve BSL for future generations.

Restricted Trusts and Foundations:

John Ellerman (£80,000 unrestricted over 2 years secured in March 2023) to fund the next stage in our mission to protect, preserve and promote BSL/ISL, to support and monitor the BSL Act's implementation in policy and practice, and to push for an equal deal for Deaf people across the UK.

City Bridge (Propel) (£49,900 over 12 months awarded April 2023) to explore the systemic issues faced by the Deaf community in London. We successfully secured a further grant from City Bridge (Propel) to expand on the explore phase.

City Bridge Foundation (£96,290 over two years (£57,215 and £39,075) awarded in July 2023) to establish a Deaf-led campaign workforce in London focused on both long-term systemic change and immediate practical improvements. The initiative will include a London Members Forum, a Campaign Action Plan, training workshops, and ensuring Deaf individuals hold decision-making roles within London.

Masonic Charitable Foundation (£53,725.00 for 1 year awarded September 2023) to provide Family Signing at Home, early years BSL support for 0–5-year-olds and their families, including 1:1 home visits and group sessions.

Joseph Roundtree (£111,648 for 2 years awarded February 2024) for a project that will pilot focused local action by forming two Regional Member Forums based in England's South-East and North-East regions.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legacies

We are so appreciative of the continued generosity of our benefactors and can report that, due to their kindness our Legacy income in 2024/25 was £1,356,642, which, although a decrease compared to £1,457,726 in 23/24, is still exceptionally high.

Although the backlog at the probate registry has cleared significantly this year with output improved by 20%, there still remain significant delays in the administration of estates due to delays at HMRC which is now having an impact on charities' cashflow from legacies, rather than accruals.

BDA received 20 notifications in 2024/25, and together with our pipeline of legacies from previous financial years that have not concluded yet, the estimated value associated with all legacies still outstanding at the end of 31st March 2025 was £1,593,421. The amount of cash income received for legacies in 2024/25 was particularly strong in 2024/25 at £2,059,856.

2025/2026 is off to a good start with several legacy notifications received already that will help drive the pipeline for the remainder of the year.

Thank you for your support.

Principal risks and uncertainties

The principal risks faced by the charity are the unpredictable legacy income, reductions in government funding and possible reduced donations due to the financial stability of donors being affected by inflation and the current cost of living crisis.

We maintain a risk register that is reviewed and updated annually. In addition, the charity has a Business Continuity Plan that covers how the BDA identifies key activities, evaluates risks, and considers and plans for Business Continuity in the event of an unplanned/emergency event which affects our ability to function normally.

Left: International Presidents of the WFD, Abigail and Robert with Rebecca.

Right: Signing the Declaration on the Rights of Deaf Children.



Taking BSL Forward: British Deaf Association's 10-Year Strategic Vision 2022-2032

There is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change to dismantle the barriers that have restricted Deaf people's lives for more than 130 years, ever since the BDA was established.

Members overwhelmingly called on the BDA to work with the UK Government to introduce bold new measures over the next decade that will make progress towards equal civil rights for Deaf people in the United Kingdom. The top priority must be for Deaf children and their families to have access to fluent BSL language models from birth and throughout the education system, setting them up to become equal and valued members of society.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Deafness is nothing to be ashamed of. We Deaf people can excel at anything, just like the hearing people around us, if our hands are not tied by unnecessary and discriminatory language and communication barriers.

Building on the groundbreaking BSL Act (Scotland) in 2015, our language, BSL, now has official status across the whole of Great Britain with the BSL Act (2022). Legislation is finally in place that recognises BSL and commits the Government to actively promote and facilitate its use.

The hard work now begins to build the **#BSL2032** movement. We need to deliver our vision for a world in which Deaf people no longer struggle, but instead positively thrive from birth to old age, playing a full part in British society, and British Sign Language is promoted, protected and preserved for future generations.

The 10-year Strategic Vision takes as its starting point the date at which the BSL Act, which recognised British Sign Language as a language of Great Britain in law for the very first time, received Royal Assent: 28 April 2022. That date will now be celebrated annually as National BSL Day.

You can view our bilingual Strategic Vision publication below. Please navigate using the arrow keys at the bottom of the page. You can also view this publication in full screen by clicking the icon at the bottom-right.

<https://bda.org.uk/strategic-vision/>



Small Company Exemptions

The report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

On behalf of the Board of Trustees

Chair:

Dr Robert Adam

Date:

12 Sept 2025

Opinion

We have audited the financial statements of British Deaf Association (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities (including income & expenditure account), the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' (who are also the directors of the company for company law purposes) use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

INDEPENDENT AUDITORS' REPORT

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

INDEPENDENT AUDITORS' REPORT

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITORS' REPORT

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates and considered the risk of the charitable company not complying with the relevant laws and regulations including fraud; in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting and tax legislation. In relation to the operations of the charitable company this included compliance with Companies Act 2006, Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- Review of legal fees incurred;
- Reviewing minutes of Trustee Board meetings;
- Agreeing the financial statement disclosures to underlying supporting documentation;
- Enquiring of management, including those charged with governance;
- Reviewing key accounting policies and estimates

To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for> This description forms part of our auditor's report.



INDEPENDENT AUDITORS' REPORT

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Michael Cooper-Davis FCCA ACA (Senior Statutory Auditor)

For and on behalf of: **Price Bailey LLP**
Chartered Accountants
Statutory Auditors
24 Old Bond Street
London, W1S 4AP

Date: 15 October 2025

STATEMENT OF FINANCIAL ACTIVITIES

Statement of Financial Activities (incorporating an income and expenditure account) For the year ended 31 March 2025

	Note	General Funds £	Designated Funds £	Unrestricted Funds £	Restricted Funds £	2025 Total £	2024 Total £
Income							
Donations and legacies	2	1,445,554	-	1,445,554	1,980	1,447,534	1,511,911
Other trading activities		42,724	-	42,724	320	43,044	18,830
Investment income		12,280	-	12,280	-	12,280	10,291
		1,500,558	-	1,500,558	2,300	1,502,858	1,541,032
Income from charitable activities	3	67,097	-	67,097	907,717	974,814	997,405
Total income		1,567,655	-	1,567,655	910,017	2,477,672	2,538,437
Expenditure							
Costs of raising funds							
Fundraising costs		147,567	-	147,567	-	147,567	111,236
Investments management costs		-	-	-	-	-	-
		147,567	-	147,567		147,567	111,236
Charitable activities							
Costs of charitable activities		917,692	93,903	1,011,595	914,816	1,926,411	1,297,494
Other – pension costs scheme		99,595	-	99,595	-	99,595	3,230
Total expenditure	4	1,164,854	93,903	1,258,757	914,816	2,173,573	1,411,960
Net income		402,801	(93,903)	308,898	(4,799)	304,099	1,126,477
Transfers between funds		-	-	-	-	-	-
Net movement in funds		402,801	(93,903)	308,898	(4,799)	304,099	1,126,477
Funds at 31 March 2024		1,789,270	121,203	1,910,473	1,383,147	3,293,620	2,167,143
Funds at 31 March 2025		2,192,071	27,300	2,219,371	1,378,348	3,597,719	3,293,620

All movements derive from continuous activities during the above financial year. The notes on **pages 80 to 104** form part of these financial statements.

BALANCE SHEET

Balance Sheet - As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets					
Tangible fixed assets	9		9,730		9,998
Current assets					
Debtors	10	936,885		1,688,813	
Cash at bank and in hand		3,106,289		1,988,324	
		4,043,175		3,677,137	
Creditors: amounts falling due within one year	11	(384,654)		(393,515)	
Net current assets			3,658,520		3,283,622
Creditors: amounts falling due after one year	12		(70,532)		
Total assets less current liabilities			3,597,719		3,293,620
Funds					
Restricted funds	14		1,378,348		1,383,147
Unrestricted funds					
• Designated funds	15		27,300		121,203
• General Funds	15		1,992,138		1,489,743
• Pension Reserve			199,932		299,527
Total funds			3,597,719		3,293,620

The financial statements have been prepared in accordance with special provisions applicable to companies subject to the small companies' regime.

Approved by the Board of Trustees on 6th September 2025 and signed on its behalf by:



Dr Robert Adam (Chair)

Company Registration No. 2881497

The notes on **pages 80 to 104** form part of these financial statements.

STATEMENT OF CASHFLOW

Statement of Cash Flows - For the year ended 31 March 2025

	Note	2025 £	2024 £
Cash flow from operating activities			
Net cash provided by operating activities	A	1,126,248	321,222
Cash flow from investing activities			
Purchase of tangible fixed assets	9	(8,283)	(9,436)
Net cash used by investing activities			
Change in cash and cash equivalents in the year		1,117,965	311,786
Cash and cash equivalents at 1 April 2024		1,988,324	1,676,538
Cash and cash equivalents at 31 March 2025		3,106,289	1,988,324
Notes to the cash flow statement for the year 31 March 2025			
A – Reconciliation of net movement in funds to net cash flows from operating activities			
Net movements in the funds for the year		304,099	1,126,477
Depreciation charge		8,551	4,832
(Increase) in debtors		751,928	(899,345)
Increase in creditors		61,670	89,258
Net cash provided by operating activities		1,126,248	321,222
B – Analysis of cash and cash equivalents			
Cash at bank and in hand		3,106,289	1,988,324

The notes on **pages 80 to 104** form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

I. Accounting policies

I.1 Basis of preparation

The financial statements have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" effective from 1 January 2019. The charity is a public benefit entity as defined by FRS 102.

The charity had a dormant subsidiary company, Big D Company Limited, whose registered office was St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. The company has been dormant for many years and the trustees decided to close the company and it was subsequently dissolved on 24 January 2023. The charity has not prepared consolidated accounts as inclusion of the results of its subsidiary undertaking, Big D Company Limited, as it would not be material to the consolidated financial statements.

I.2 Going concern

The Trustees of the charity have considered their obligations to prepare these financial statements on an appropriate basis, having specific regard to the charity's unrestricted funds at 31 March 2025, which includes its closed multi-employer defined benefit pension scheme that was previously available to participating staff. The charity's funding commitment to the pension scheme remains long term, however at the 31 March 2025 the pension scheme reserves are in surplus. Therefore overall, unrestricted funds are considered adequate to meet all working capital needs for the foreseeable future.

The Trustees have agreed to make a number of investments to ensure the charity increases its income over the medium to long term, as well as having the infrastructure to support the charity's growth. Going concern is dependent on future income continuing at an acceptable level and the Trustees are confident that this remains achievable.

Therefore, at the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

1.3 Critical accounting estimates and judgements

To be able to prepare financial statements in accordance with FRS 102, the charity must make certain estimates and judgements that have an impact on the policies and the amount reported in the annual accounts. The estimates and judgements are based on historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made. The items in the accounts where these judgements have been made include;

- Estimating the liability of the multi-employer pension scheme.

1.4 Income

Income for both restricted and unrestricted funds are recognised in full in the Statement of financial activities in the year in which they are receivable. Voluntary income is received by way of legacies and donations and is included in full in the Statement of financial activities when receivable. Volunteer time is not included in the financial statements.

Legacies are recognised at the earlier of actual receipt or on receipt of Estate accounts which confirm the BDA's entitlement to receive the funds, the probability of receipt and provide an accurate measure of the legacy. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Recognition is not taken for legacies subject to a life interest as they do not meet the SORP's recognition criteria.

Investment income is recognised on a receivable basis. All grants (including from government) are accounted for when the charity has entitlement to the funds, and performance related conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

1.5 Expenditure

The costs of raising funds relate to the costs incurred by the charitable company in raising funds for its charitable work. Governance costs are primarily associated with constitutional and statutory requirements. Expenditure is recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered. Resources expended are allocated to the activity where the cost relates directly to that activity. Other costs represent the cost of charitable activities that cannot be directly attributed (Directors, Administration, Finance, Human Resources and Information Technology) but which are incurred to deliver our services are apportioned across other activities on the basis of their use of those resources.

NOTES TO THE FINANCIAL STATEMENTS

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life using the straight-line method. The depreciation rates in use are as follows:

Computer equipment	2 years
Fixtures, fittings & equipment	2 years

1.7 Leasing and hire purchase commitments

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of financial activities in the year in which they fall due.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 Pensions

The charitable company participates in a multi-employer pension scheme, the Pension Trust's Growth Plan. The assets of the Scheme are held in an independently administered fund. (see note 14). In accordance with FRS 102 section 28, the SOFA includes;

- The cost of benefits accruing during the year in respect of current and past service (charged against net income).
- The increase in the present value of the scheme's liabilities arising from the passage of time (also charged against net income:

The charity also has a defined contribution pension scheme for existing staff. The amount charged in the Statement of financial activities in respect of the defined contribution pension scheme is the contributions payable in the year. All allocations (income or expenditure) arising from the pension schemes are charged to unrestricted funds.

1.10 Accumulated funds

Unrestricted funds are donations and other income receivable or generated for the objects of the charity.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of support costs. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

NOTES TO THE FINANCIAL STATEMENTS

1.11 Constitution, address and legal status

The British Deaf Association is a private company limited by guarantee incorporated in England and Wales (company registration number 2881497), and also a registered charity (charity registration number 1031687, England and Wales, SCO42409, Scotland). The registered office is, St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. The charitable company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to 25 pence.

1.12 Functional currency

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.13 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Fixed assets are recorded at depreciated historical cost and all other assets and liabilities are recorded at cost which is their fair value.



Mims Davies MP former Minister for Disabled People, Health and Work



IWDP 2023 Jane Hunt MS addressing the BDA and Disability Wales;

NOTES TO THE FINANCIAL STATEMENTS

2. Donation and Legacies

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	2025 Total £
Donations and gifts	88,912	-	1,980	90,892
Legacies receivable	1,356,642	-	-	1,356,642
Total	1,445,554	-	1,980	1,447,534

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	2024 Total £
Donations and gifts	54,185	-	-	54,185
Legacies receivable	831,726	-	626,000	1,457,726
Total	885,911	-	626,000	1,511,911

3. Charitable Activities

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	2025 Total £
Sign Language Projects	-	-	-	-
Deaf Children, Youth and Families Projects	-	-	56,254	56,254
Deaf Community Advocacy Projects	-	-	74,003	74,003
Deaf Community Development	730	-	602,020	602,750
Deaf Access and Inclusion Projects	-	-	175,440	175,440
Others	66,367	-	-	66,367
Total	67,097	-	907,717	974,814

NOTES TO THE FINANCIAL STATEMENTS

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	2024 Total £
Sign Language Projects	-	-	-	-
Deaf Children, Youth and Families Projects	-	-	-	-
Deaf Community Advocacy Projects	-	-	-	-
Deaf Community Development	-	-	833,717	833,717
Deaf Access and Inclusion Projects	-	-	83,510	83,510
Others	80,178	-	-	80,178
Total	80,178	-	917,227	997,405

Included within income from charitable activities are government grants received amounted to £361,018 (2024: £327,818). There were no unfulfilled conditions or other contingencies attaching to these grants (2024: none).

4. Expenditure

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	2025 Total £
Costs of raising funds	147,567	-	-	147,567
Charitable expenditure	917,692	93,903	914,816	1,926,411
Other – pension scheme costs	99,595	-	-	99,595
Total	1,164,854	93,903	914,816	2,173,573

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	2024 Total £
Costs of raising funds	111,236	-	-	111,236
Charitable expenditure	395,481	78,490	823,523	1,297,494
Other – pension scheme costs	3,230	-	-	3,230
Total	509,947	78,490	823,523	1,411,960

NOTES TO THE FINANCIAL STATEMENTS

	Staff £	Depreciation £	Others £	2025 Total £
Costs of raising funds	102,794	-	44,773	147,567
Charitable activities:				
Direct costs	899,090	-	273,827	1,172,917
Support costs	165,509	8,550	531,433	705,492
Governance costs	639	-	47,363	48,002
	1,065,238	8,550	897,396	1,926,411
Other expenditure:				
Pension finance charges	1,031	-	-	1,031
Remeasurements of scheme valuation	626	-	-	626
Remeasurements – Amendments to the contributions schedule	97,938	-	-	97,938
Total	1,267,627	8,550	897,396	2,173,573

	Staff £	Depreciation £	Others £	2024 Total £
Costs of raising funds	86,095	-	25,141	111,236
Charitable activities:				
Direct costs	718,923	-	179,443	898,366
Support costs	61,779	4,832	294,290	360,901
Governance costs	1,340	-	36,887	38,227
	782,042	4,832	510,620	1,297,494
Other expenditure:				
Pension finance charges	3,201	-	-	3,201
Remeasurements of scheme valuation	29	-	-	29
Pension scheme administration expenses	-	-	-	-
Total	871,367	4,832	535,761	1,411,960

NOTES TO THE FINANCIAL STATEMENTS

Analysis of charitable expenditure		Direct		Indirect		2025 Total £
(excluding governance costs)		Staff £	Others £	Staff £	Others £	
Sign Language Projects		12,112	9,125	15,433	50,171	86,841
Deaf Children, Youth and Families		98,590	7,967	63,866	39,034	209,457
Deaf Community Advocacy Projects		108,228	76,459	6,105	42,311	233,103
Deaf Community Development		34,868	9,460	6,105	34,592	85,025
Policy and Campaigns		103,396	13,970	24,762	60,458	202,586
Deaf Access and Inclusion		379,068	90,166	13,850	92,395	575,479
Publication, Membership & Communications		26,265	39,405	12,324	118,072	196,066
Deaf Training Projects		23,590	7,871	9,214	32,645	73,320
BSL Media, Governance, Access to Work and Others		112,973	19,404	13,850	70,305	216,532
Pension Cost		-	-	-	99,595	99,595
Total		899,090	273,827	165,509	639,578	1,978,004

NOTES TO THE FINANCIAL STATEMENTS

Analysis of charitable expenditure	Direct		Indirect		2024 Total £
	Staff £	Others £	Staff £	Others £	
Sign Language Projects	7,077	3,592	9,254	16,772	36,695
Deaf Children, Youth and Families	72,093	40,472	9,084	26,799	148,448
Deaf Community Advocacy Projects	164,479	71,822	(271)	33,021	269,051
Deaf Community Development	42,831	6,265	(271)	14,222	63,047
Policy and Campaigns	48,623	3,271	18,779	29,777	100,450
Deaf Access and Inclusion	264,775	90,269	6,011	63,818	424,873
Publication, Membership & Communications	1,142	1,178	10,278	39,775	52,373
Deaf Training Projects	4,914	(35)	2,904	21,076	28,859
BSL Media, Governance, Access to Work and Others	112,989	(37,395)	6,011	53,866	135,471
Total	718,923	179,439	61,779	299,126	1,259,267

Analysis of support costs	2025 £	2024 £
Premises and related costs	89,528	52,482
Travel and accommodation	83,761	61,830
Office costs	133,539	87,303
Governance costs	48,002	38,227
Consultancy	217,496	83,516
Other costs	325,070	212,403
	897,396	535,761

NOTES TO THE FINANCIAL STATEMENTS

5. Costs of generating donations and legacies

	2025 £	2024 £
Other costs comprise:		
Costs of generating donations and legacies	44,773	25,141
	44,773	25,141

6. Governance costs

	2025 £	2024 £
Other governance costs comprise of:		
Audit fees	12,864	12,597
Legal and professional fees	3,495	8,907
Trustees' costs (including staff costs)	31,643	16,723
	48,002	38,227

Included within Trustees' costs is £5,687 (2024: £3,775) paid to 6 (2024: 6) Trustees, with respect to reimbursement of travel, hotel and subsistence expenses relating to the business of the charity. None of the Trustees (or any persons connected with them) received any remuneration during the year (2024: £Nil).

NOTES TO THE FINANCIAL STATEMENTS

7. Employees

	2025	2024
The average head count of employees during the year was:		
Deaf Community Advocacy	3	4
Deaf Community Development	10	7
Deaf Children, Youth and Families	1	1
BDN / BSL Media and Communications	2	3
Policy and Campaigns	2	2
Support Staff	5	5
Secondment	1	1
	24	23

8. Employment costs

	2025 £	2024 £
Wages and salaries	912,769	643,775
Social security costs	86,007	60,341
Redundancy costs	-	-
Other pension costs	25,354	19,096
Sub total	1,024,130	723,212
Other staff related costs	143,902	144,925
FRS 102 Valuation movement on defined benefit scheme	99,595	3,230
Total	871,367	871,367

The number of employees whose annual remuneration was £60,000 or more were:

	2025	2024
Between £60,000 and £69,999	0	1
Between £70,000 and £79,999	1	0

NOTES TO THE FINANCIAL STATEMENTS

The key management and personnel of the charity was the Chief Executive, The Board of Trustees and the Head of Finance. Total remuneration with respect to key management and personnel amounted to £151,234 (2024: £103,006). These amounts include gross pay, employers NI, employer pension contributions, bonuses and any benefits in kind.

9. Tangible fixed assets

	Computer equipment £	Fixtures, fittings & equipment £	Total £
Costs			
At 1 April 2024	42,166	2,500	44,666
Additions	42,166	-	8,283
Disposals	(26,500)	-	(26,500)
At 31 March 2025	23,949	2,500	26,449
Depreciation			
At 1 April 2024	32,168	2,500	34,668
Disposal	(26,500)	-	(26,500)
Charge for the year	8,551	-	8,551
At 31 March 2025	14,219	2,500	16,719
Net book value			
At 31 March 2025	9,730	-	9,730
At 31 March 2024	9,998	-	9,998

10. Debtors

	2025 £	2024 £
Trade debtors	45,415	80,407
Other debtors	857,711	1,562,218
Prepayments and accrued income	33,761	46,188
Total	936,886	1,688,813

NOTES TO THE FINANCIAL STATEMENTS

11. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	61,490	102,756
Taxation and social security costs	3,262	5,751
Deficit repayment plan on multi-employer pension scheme	28,301	39,081
Other creditors	248	*
Accruals and deferred income (see below)	291,353	245,927
Total	384,654	393,515

Included within creditors: amounts falling due within one year are the following movements in deferred income;

	2025 £	2024 £
Deferred income brought forward	200,734	124,397
Income deferred in the year	224,683	200,734
Deferred income released from prior year	(200,734)	(124,397)
Deferred income carried forward	224,683	200,734

Deferred income is disclosed in the financial statements to show to what extent income has been received by the charity but recognised as income in a future accounting period. Income deferred relates to grants received in the current year, but which relate to a future period.

12. Creditors: amounts falling due after one year

	2025 £	2024 £
Deficit repayment plan on multi-employer pension scheme	70,532	-

NOTES TO THE FINANCIAL STATEMENTS

13. Pension and other post-retirement benefit commitments

The company participates in the scheme, a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2025 to 31 March 2028:	£2,100,000 per annum	Payable monthly

Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	Payable monthly

NOTES TO THE FINANCIAL STATEMENTS

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present Values of Provision

	31 March 2025 (£000s)	31 March 2024 (£000s)	31 March 2023 (£000s)
Present value of provision	98,833	39,080	83,661

Reconciliation of Opening and Closing Positions

	Year Ending 31 March 2025 (£000s)	Year Ending 31 March 2024 (£000s)
Provision at start of period	39,080	83,661
Unwinding of the discount factor (interest expense)	1,031	3,201
Deficit contribution paid	(39,842)	(47,811)
Remeasurements – impact of any change in assumptions	626	29
Remeasurements – amendments to the contribution schedule	97,938	-
Provision at end of period	98,833	39,080

NOTES TO THE FINANCIAL STATEMENTS

Income and Expenditure Impact

	Year Ending 31 March 2025 (£000s)	Year Ending 31 March 2024 (£000s)
Interest expense	1,031	3,201
Remeasurements – impact of any change in assumptions	626	29
Remeasurements – amendments to the contribution schedule	97,938	-
Scheme administration expenses	56,695	55,044
Total	156,290	58,274

Assumptions

	31 March 2025 % per annum	31 March 2024 % per annum	31 March 2023 % per annum
Rate of discount	4.84	5.31	5.52

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions. The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit Contribution Schedule

Year Ending	31 March 2025 (£000s)	31 March 2024 (£000s)	31 March 2023 (£000s)
Year 1	35	39	48
Year 2	35	-	40
Year 3	35	-	-
Year 4	-	-	-

NOTES TO THE FINANCIAL STATEMENTS

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises. It is these contributions that have been used to derive the company's balance sheet liability.

The company also operates a defined contribution pension scheme. The assets of the scheme are held in a separate fund from the company. Amounts charged during the year from this scheme are £19,096 (2024: £19,096) and the amount outstanding at 31 March 2025 was £Nil (2024: £Nil).

14. Restricted Funds

	Movement in funds				
	Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
Legacies / ADAs	1,067,328	-	3,343	-	1,063,985
Current Project Grants	315,819	910,017	911,473	-	314,363
Total	1,383,147	910,017	914,816	-	1,378,348
Legacies / ADAs	Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
Local Group Legacy Funds	97,044	-	-	-	97,044
Youth Funds	4,416	-	-	-	4,416
Scotland Funds	680,259	-	-	-	680,259
Greater London Funds	40,000	-	-	-	40,000
Research Funds	69,774	-	-	-	69,774
Holiday Schemes Funds	119,993	-	3,343	-	116,650
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,812	-	-	-	30,812
Total	1,067,328	626,000	3,343	-	1,063,985

NOTES TO THE FINANCIAL STATEMENTS

Current Project Grants	Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
Scottish Government: Equality	81,246	200,172	202,473	-	78,945
Dementia Project (Scotland)	28,223	-	4,200	-	24,023
Dementia Research (Scotland)	3,335	-	-	-	3,335
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
Northern Ireland – General	(4,520)	37,245	32,725	-	-
Wales - General	337	1,500	1,500	-	337
Deaf Access/Inclusion (England)	59,402	155,126	155,781	-	58,747
Deaf Access/Inclusion (Wales)	7,953	5,700	12,955	-	698
Deaf Access/Inclusion (Scotland)	2,754	-	1,250	-	1,504
Deaf Advocacy (N. Ireland)	(622)	101,639	103,654	-	(2,637)
Deaf Advocacy (Wales)	25,524	-	22,355	-	3,169
Deaf Roots and Pride (Scotland)	22,253	40,195	39,349	-	23,099
Self-Harm Project	10,359	-	106	-	10,253
City Bridge Trust	9,029	34,401	32,603	-	10,827
Propel	11,555	29,108	36,528	-	4,135
Masonic Charitable Foundation	5,240	41,327	36,608	-	9,959
DeafPlus	1,966	23,832	17,573	-	8,225
Scotland Isolation and Loneliness	7,191	24,123	12,848	-	18,466
Scottish Housing Regulator	(1,871)	5,814	-	-	3,943
Scotland – General	350	7,940	4,764	-	3,526
Family Signs at Home (N. Ireland)	6,338	37,525	45,411	-	(1,548)
I&A : Dementia (Age Scotland)	5,664	-	284	-	5,380

NOTES TO THE FINANCIAL STATEMENTS

Current Project Grants	Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
Welsh Government – BSL Charter	6,542	8,473	13,789	-	1,226
Loneliness Engagement (England)	-	250	559	-	15,380
Rowntree Foundation	-	56,254	32,858	-	23,396
Heritage (untold Stories) – NI	-	8,384	8,955	-	(571)
ATW – Northern Ireland	-	68,062	67,571	-	491
Deaf Cymru Access	-	5,942	7,132	-	(1,190)
Tackling Inequalities – Wales	-	17,004	17,642	-	(638)
Total	315,819	910,017	911,473	-	314,363

NOTES TO THE FINANCIAL STATEMENTS

Comparative 2024	Balance at 1 April 2023 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2024 £
Legacies / ADAs	441,328	626,000	-	-	1,067,328
Current Project Grants	222,115	917,227	823,523	-	315,819
Total	663,443	1,543,227	823,523	-	1,383,147
Legacies / ADAs					
Local Group Legacy Funds	97,044	-	-	-	97,044
Youth Funds	4,416	-	-	-	4,416
Scotland Funds	54,259	626,000	-	-	680,259
Greater London Funds	40,000	-	-	-	40,000
Research Funds	69,774	-	-	-	69,774
Holiday Schemes Funds	119,993	-	-	-	119,993
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,812	-	-	-	30,812
Total	441,328	626,000	-	-	1,067,328

NOTES TO THE FINANCIAL STATEMENTS

Current Project Grants	Balance at 1 April 2023 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2024 £
Scottish Government: Equality	42,903	230,963	192,620	-	81,246
Dementia Project (Scotland)	28,223	-	-	-	28,223
Dementia Research (Scotland)	3,335	-	-	-	3,335
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
Northern Ireland – General	3,648	34,191	42,359	-	(4,520)
Wales - General	450	-	113	-	337
Deaf Access/Inclusion (England)	37,513	149,953	128,064	-	59,402
Deaf Access/Inclusion (Wales)	2,440	7,600	2,087	-	7,953
Deaf Access/Inclusion (Scotland)	-	5,500	2,746	-	2,754
Deaf Advocacy (N. Ireland)	14,882	152,726	168,230	-	(622)
Deaf Advocacy (Wales)	9,701	104,382	88,559	-	25,524
Deaf Roots and Pride (Scotland)	6,106	53,463	37,316	-	22,253
Self-Harm Project	-	10,572	213	-	10,359
City Bridge Trust Foundation	-	28,608	19,579	-	9,029
Propel	-	20,792	9,237	-	11,555
Masonic Charitable Foundation	-	12,398	7,158	-	5,240
DeafPlus	-	5,750	3,784	-	1,966
Scotland Isolation and Loneliness	-	15,963	8,772	-	7,191
Scottish Housing Regulator	-	-	1,871	-	(1,871)
Scotland - General	-	869	519	-	350
Family Signs at Home (N. Ireland)	16,582	26,644	36,888	-	6,338
Covid-19 Project (Wales)	4,260	8,633	7,229	-	5,664

NOTES TO THE FINANCIAL STATEMENTS

Current Project Grants	Balance at 1 April 2023 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2024 £
Welsh Government – BSL Charter	2,670	16,220	12,348	-	6,542
Loneliness Engagement (England)	9,487	32,000	25,798	-	15,689
Deaf Children's Literacy	27,681	-	27,681	-	-
Deaf Heritage Films Project	352	-	352	-	-
Total	222,115	917,227	823,523	-	315,818

The membership of the Association has been divided into geographical areas, each of which is headed by an Area Deaf Association which operates separate accounts. These are consolidated into one account as a restricted fund, since the Trustees have ultimate control over these funds. The following splits out the summary results by area.

NOTES TO THE FINANCIAL STATEMENTS

Area Deaf Associations	At 1 April 2024 £	Income £	Expenditure £	At 31 March 2025 £
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,990	-	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,812	-	-	30,812

Area Deaf Associations	At 1 April 2023 £	Income £	Expenditure £	At 31 March 2024 £
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,990	-	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,812	-	-	30,812

NOTES TO THE FINANCIAL STATEMENTS

The nature of the restricted funds is shown below;

Derbyshire BSL Helpline

The BDA's Derbyshire BSL Helpline is a three-year Lottery-funded project supporting deaf individuals in Derby and Derbyshire through advocacy, information, and guidance services.

Know Your Rights

Funded by deafPLUS, we carry out Know Your Rights Roadshows for deaf clubs and community groups in England, educating deaf people about their rights under the Equality Act.

Family Signing at Home (FSH)

The FSH projects offer sign language classes taught by Deaf tutors for family members of deaf children in England & Wales and Northern Ireland, funded by Masonic Charitable Foundation and Department for Communities NI.

Advocacy Services for Deaf Adults

The Advocacy Service helps Deaf adults access healthcare confidently by providing one-to-one advocacy, information, and training for healthcare professionals in Northern Ireland, funded by the Department of Health.

Untold Stories

Funded by the National Lottery Heritage Fund, this 2-year project, Untold Stories, aims to raise awareness within the deaf community of the importance of preserving our heritage, culture, and sign language for future generations.

Equality & Human Rights Fund (EHRF)

Funded by the Scottish Government's Equality and Human Rights Fund (EHRF), the project focuses on the BSL (Scotland) Act 2015 and BSL National Plan 2023 – 2029, with a focus on BSL Rights and Equality for Deaf people.

Deaf Roots & Pride (DRP) Transitions

DRP Transitions, funded by the National Lottery Community Fund and The Robertson Trust, supports Deaf children and young people (8-25 years) in Scotland during educational transitions.

Scottish Housing Register

Commissioned by Scottish Housing Register, we carried out the consultations with deaf community in Scotland regarding their housing issues.

Self-Harm Awareness Project

Funded by Scottish Government, we created several videos in BSL for deaf community to raise awareness about self-harm.

Social Isolation and Loneliness (SIAL)

This project is funded by Impact Funding Partners (IFP), tackling isolation & loneliness in the Deaf community in Scotland.

NOTES TO THE FINANCIAL STATEMENTS

Deaf Health Project

This is a 3-year, AHRC funded project, "Tackling Health Inequalities with and for the Deaf BSL-Using Communities in Wales". It aims to improve health and healthcare services for deaf community in Wales.

Your Democracy - Your Rights

The project, funded by Welsh Government's Democratic Grant scheme, empowers the deaf community in Wales, to actively engage with elected representatives and participate meaningfully in democracy.

Deaf People are Here!

The 2-year project funded by Joseph Rowntree Trust, empowers the Deaf community, developing and delivering regional member forums in the North East, and South East.

Deaf Voices and Leadership

Funded by the City Bridge Foundation, the project delivers the series of leadership and campaign workshops for deaf community living in London.

Propel Explore

The project is to explore the systemic issues faced by the deaf community in London and create a theory of change, funded by the City Bridge Foundation.

Local Group Legacy Funds: Set up a specific project and local funds for Deaf people bequeathed through Wills to fund activities.

Holiday Schemes Fund: Set up a respite fund for Deaf people to fund specific activities.

NOTES TO THE FINANCIAL STATEMENTS

15. Unrestricted Funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Trustees for specific purposes:

2025		Movement in funds			
	Restated Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
General Fund	1,489,743	1,567,655	(1,065,259)	-	1,992,139
Development Fund	121,203	-	(93,903)	-	27,300
Pension Fund	299,527	-	(99,595)	-	199,932
Total	1,910,473	1,567,655	(1,258,757)	-	2,219,371

2024		Movement in funds			
	Restated Balance at 1 April 2023 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2024 £
General Fund	1,001,250	995,210	(506,717)	-	1,489,743
Development Fund	199,693	-	(78,490)	-	121,203
Pension Fund	302,757	-	(3,230)	-	299,527
Total	1,503,700	995,210	(588,437)	-	1,910,473

Pension Fund: Since April 2013, the Pensions Trust has required the BDA to pay additional pension contributions. Our pension liability debt at 31 March 2025 is approximately £99,000, however our pension reserve at the same date just under £300,000 and therefore we currently have a surplus position. Based on the September 2020 actuarial valuation a new payment plan was agreed commencing in April 2022. The new plan requires the charity to make deficit reduction payments of £35,266 per year to 2027, and, to pay scheme administration expenses of £58,396 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The charity's unrestricted income is unpredictable, especially unknown legacy income, hence why the Board's priority is to protect the BDA's long-term future by ensuring there are sufficient funds allocated to its Pension Reserve Fund.

NOTES TO THE FINANCIAL STATEMENTS

Development Fund: The main purpose of the Development Fund is to cover new business development opportunities, such as consultancy to help re-design the charity's database and a strategic review of our fundraising position.

16. Analysis of changes in net debt

	Balance at 1 April 2024 £	Cash flows £	Other non-cash changes £	Balance at 31 March 2025 £
Cash and cash equivalents				
Cash	1,988,324	1,117,965	-	3,106,289

17. Analysis of net assets between funds

Fund Balances at 31 March 2025 represented by:	General Funds £	Designated Pension £	Designated Funds £	Restricted £	Total £
Tangible Fixed Assets	9,730	-	-	-	9,730
Current Assets	2,114,079	298,765	27,300	1,603,030	4,043,175
Creditors: amounts falling due within one year	(131,670)	(28,301)	-	(224,683)	(384,654)
Creditors: amounts falling due after one year	-	(70,532)	-	-	(70,532)
Total	1,992,139	199,932	27,300	1,378,347	3,597,718

Fund Balances at 31 March 2024 represented by:	General Funds £	Designated Pension £	Designated Funds £	Restricted £	Total £
Tangible Fixed Assets	9,998	-	-	-	9,998
Current Assets	1,633,445	338,608	121,203	1,583,881	3,677,137
Creditors: amounts falling due within one year	(153,700)	(39,081)	-	(200,734)	(393,515)
Creditors: amounts falling due after one year	-	-	-	-	-
Total	1,489,743	299,527	121,203	1,383,147	3,293,620

NOTES TO THE FINANCIAL STATEMENTS

18. Operating lease commitments

At the 31 March 2025, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Land and Buildings		Other	
	2025 £	2024 £	2025 £	2024 £
Within 1 year	-	-	3,120	-
Between 2 and 5 years	-	-	-	-
Total	-	-	3,120	-

19. Related party transactions

During the year the trustees made donations which totalled £Nil (2024: £Nil)

20. Post Balance Sheet Events

The BDA ceased to participate in the TPT Growth Plan and exited the scheme on 1st April 2025. This resulted in a Section 75 debt liability of £259,534, which was paid in August 2025. Additional liability may occur as a result of a legal review regarding the application of changes to scheme benefits. The charity will be made aware of any additional liability relating to this by December 2025. Following this, a final balancing payment and pension reserve adjustment will take place".



JD

I support



British Deaf Association

St John's Deaf Community Centre, 258 Green Lanes, London N4 2HE
www.bda.org.uk | bda@bda.org.uk

The BDA stands for **D**eaf **E**quality, **A**ccess and **F**reedom of Choice

Company limited by guarantee number 2881497 Registered charity number 1031687 (England and Wales) and SC042409 (Scotland)

Accounts



A Company Limited by Guarantee

Company No. 2881497

Charity No. 1031687

Scottish Charity No. SCO42409

Report and Financial Statements
For the year ended 31st March 2024

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Reference and administrative information

Trustees:

Dr Robert Adam	Chair from 6 November 2022. Trustee term commenced 26 June 2021
Abigail Gorman	Vice-Chair from 6 November 2022. Term commenced 5 November 2022
Jonathan Evans	Hon Treasurer from 5 November 2022
Hamza Shaikh	Term commenced 5 November 2022
Ahmed Mudawi	Term commenced 11 January 2023
Caroline Doherty	Term commenced 11 November 2023
Irfan Yusuf	Term commenced 11 November 2023

Departing Trustees during 2023-24:

Sabina Iqbal	Term ended 12 September 2023
Jeff Brattan Wilson	Appointed 11 November 2023, resigned 6 August 2024

Company number: 2881497

Charity number: 1031687

Scottish Charity number: SCO42409

Registered office: St. John's Deaf Community Centre,
258 Green Lanes,
London, N4 2HE

Chief Executive: Rebecca Mansell

Bankers: HSBC Bank plc,
29 English Street,
Carlisle,
Cumbria, CA3 8JX

Solicitors: Burnetts,
Victoria House,
Wavell Drive,
Rosehill Industrial Estate,
Carlisle,
Cumbria, CA1 2ST

Auditors: Price Bailey LLP,
24 Old Bond Street,
London, W1S 4AP

Trustees' Annual Report 2023-24

The Trustees are pleased to present their annual report and audited financial statements for the year 1 April 2023 to 31 March 2024.

Who we are

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Founded in 1890, the British Deaf Association (BDA), is a national Deaf people's organisation run and led by Deaf people for Deaf people. The BDA is the UK's only national representative organisation for British Sign Language (BSL) and Irish Sign Language (ISL) in Northern Ireland.

As a Deaf-led membership organisation, the BDA is an Ordinary Member body of both the World Federation of the Deaf (WFD) and the European Union of the Deaf (EUD) as the sole legitimate voice of the BSL/ISL community in the UK. The BDA is dedicated to achieving equal rights for Deaf individuals and leads advocacy and campaigning for BSL and ISL. These efforts culminated in the historic legal recognition of BSL through the BSL (Scotland) Act 2015 and the UK-wide BSL Act in 2022.

As the national guardians of BSL and ISL, we are responsible for protecting, preserving and promoting our sign languages for future generations. We exist to ensure a world in which the language, culture, community, diversity and heritage of Deaf people in the UK is respected and fully protected.

We promote the advancement of human rights and equality for Deaf people by collaborating with our members and stakeholders to influence governments to access services in our own language: BSL and ISL, the first or preferred language of approximately 151,000 people in the UK, around 87,000 who are Deaf and for whom English may be a second or third language.

The BDA was instrumental in securing the BSL Act in April 2022, meaning that BSL is legally recognised as a protected UK minority language. We are determined that it will lead to Deaf people, marginalised for so long, participating and contributing as equal and valued citizens in wider society.

We also campaign on behalf of BSL signers in Wales and BSL/ISL signers in Northern Ireland and hope to use our success with the BSL Act as leverage for a similar Act in Wales and Northern Ireland.

We recognise the importance of building and learning from links with other Deaf communities outside the UK, particularly for our BDA Youth members to expand their knowledge and understanding, and to see themselves within the context of the wider signing community. They do this by developing skills, working for change, and strengthening the cause and community of Deaf people worldwide.

The BDA stands for **D**eaf **E**quality, **A**ccess, and **F**reedom of choice:

DEAF

That we identify ourselves as Deaf people who use sign language. Part of the Deaf community, we – Deaf adults and children alike - share the same language, values, history and cultural experiences.

EQUALITY

That we Deaf people are treated equally, with every opportunity for learning, social, work, leisure and community inclusion.

ACCESS

That, through the provision of sign language, we are able to access services and support on a par with others.

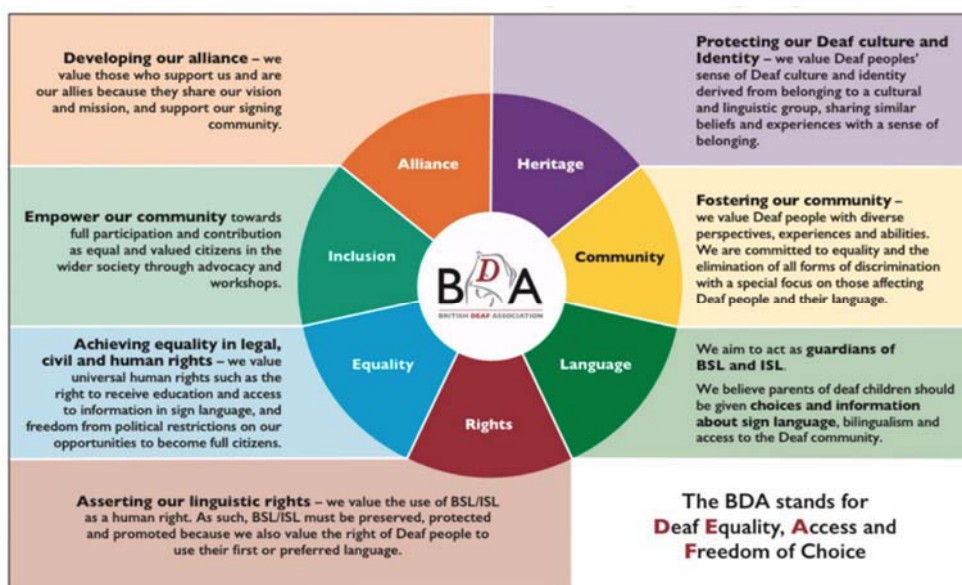
FREEDOM OF CHOICE

That, through sign language, we are empowered with choices to participate, contribute, learn, and work in the same way as others.

Our **vision** is of a world where Deaf people can fully participate and contribute to society as equal and valued citizens.

Our **mission** is to empower Deaf people to fully participate and contribute to society as equal and valued citizens and to build a world in which the languages, culture and heritage of Deaf people in the UK are protected, preserved and promoted.

Our **values** are: Heritage, Community, Language, Rights, Equality, Inclusion and Alliance.



BDA is an Ordinary Member of the World Federation of the Deaf (WFD) since September 1957, **and a founding member of the European Union of the Deaf (EUD)** since 1985.

WFD is an International Non-Governmental Organisation in official liaison with ECOSOC (Economic & Social Council), UNESCO (United Nations Educational, Scientific and Cultural Organisation), ILO (International Labour Organisation), WHO (World Health Organisation) and the Council of Europe (CoE). It also has a consultative status in the United Nations (UN) and is a founding member of the International Disability Alliance (IDA).

EUD is a supranational organisation representing Deaf people at European level and is one of the few ENGOs representing associations from all the 27 EU Member States, in addition to Iceland, Norway, Switzerland and the United Kingdom. EUD aims to establish and maintain EU level dialogue with its relative institutions and officials, in consultation and co-operation with its member NADs. EUD is a full member of the European Disability Forum (EDF) and is a Regional Co-operating Member of the World Federation of the Deaf (WFD) to tackle issues of global importance. It also has participatory status with the Council of Europe (CoE).

The BDA remains a permanent member of EUD and the UK's withdrawal from the EU has had no impact on BDA's membership of the EUD.

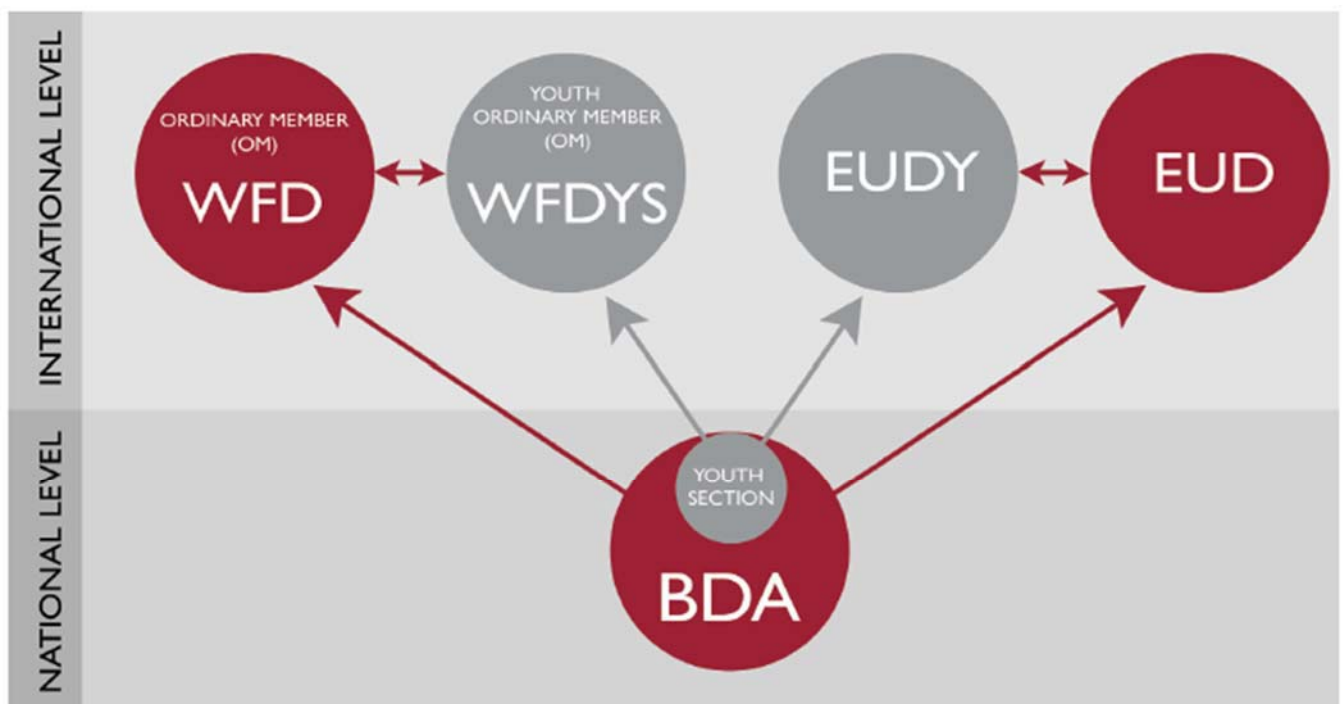
BDA Youth, a sub-committee, are members of the **World Federation of the Deaf Youth Section (WFDYS)**, the **European Union of the Deaf Youth (EUDY)**, and represent young Deaf people across the UK.

The Convention on the Rights of Persons with Disabilities (CRPD), adopted by the UN General Assembly in 2006 and ratified in June 2023 by 186 UN Member States, is the latest international human rights convention emanating from the UN. It is also one of the most ratified conventions in the UN legal system.

The motto of the CRPD, **“Nothing About Us Without Us”**, places persons with disabilities, including Deaf people, and their representative organisations - national associations of Deaf people - at the centre of decision-making processes related to them.

CRPD Article 4.3 requires national governments to actively consult and collaborate with national representative associations of Deaf people regarding any legislation, programme or policies related to Deaf people and national sign languages.

The BDA is the formal National Representative Organisation of the UK representing the Deaf and BSL community, and holds this status at WFD, WFDYS, EUD and EUDY.



Corporate structure, governance and accountability

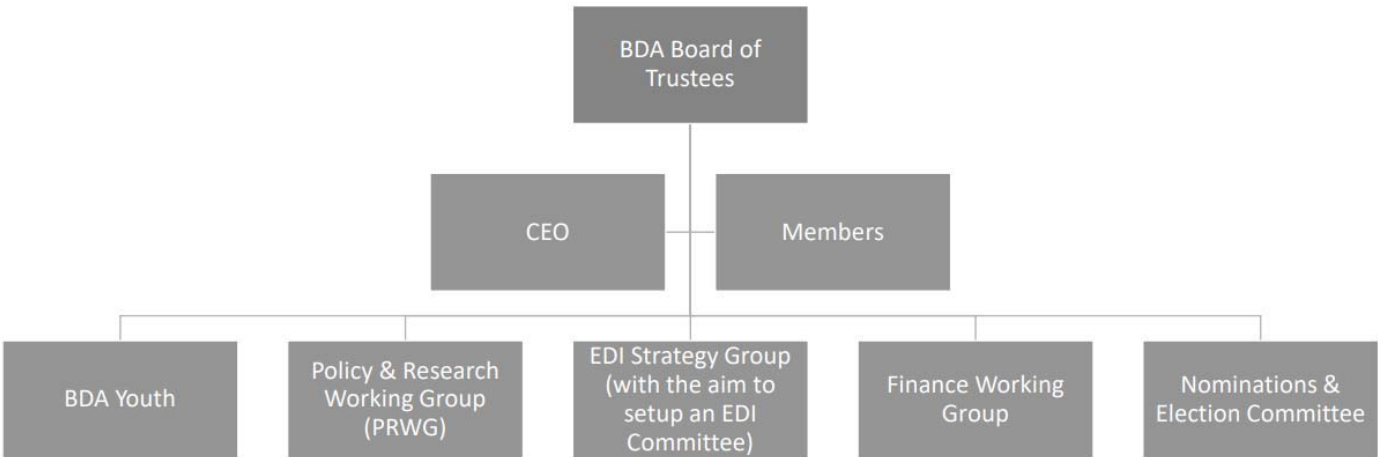
The board of trustees governs the charity and has a maximum of 9 trustees. A total of 45% of trustees must be elected by the membership. All elected trustees must be Deaf and members of the charity. The board can appoint the remaining 55% of our trustees. Additional trustees may be co-opted by the trustee board when appropriate in order to enhance the skills of the board.

Members are invited to submit a written application, which is considered by a nominations panel. Applicants are shortlisted and interviewed before being proposed as a trustee. All new trustees undertake an induction programme which involves governance training with NCVO, an introduction to their responsibilities and to the operations of the charity.

The trustees provide leadership and direction for the charity, setting the vision, mission and strategy, which are delivered by the Chief Executive and their team. The trustees are legally responsible for ensuring that resources are used prudently and only in support of our objectives and for ensuring that the charity complies with all relevant legislation and regulation. The board of trustees follows a Conflicts of Interest policy, and a declaration of interest form is completed annually by trustees and senior management and these declarations are made and recorded at the start of every trustee committee meeting, where relevant to the agenda.

The board of trustees meets four times a year. It is supported by five committees, each of which has specific terms of reference:

- 1. BDA Youth
- 2. Finance & Risk
- 3. Policy & Research
- 4. Equality, Diversity & Inclusion
- 5. Nominations & Elections



The Finance and Risk Committee, which meets once a month oversees all financial and administrative matters. The Policy & Research Committee, which meets three times each year provides policy support and direction to the development of policies for advocacy. The Equality & Diversity Strategy Group which meets three times each year provides strategic direction to the development of our EDI strategy. The BDA Youth sub-committee which meets three times each year leads the work of our young members of the BDA. The Nominations & Election Committee meet once a year to review trustee nominations. All our committees are chaired by trustees. Committee meetings are also attended by relevant staff. Each committee has its decisions ratified by the board of trustees where appropriate.

The day-to-day running of the British Deaf Association and the exercise of executive responsibility are delegated to the Chief Executive for operational matters, including finance, employment and service delivery.

There are clear distinctions between the role of the trustees and of senior management. Matters such as policy and strategic plans are prepared by senior management for consideration and approval by the trustees. All trustees give up their time freely and no trustee remuneration was paid in the year. Details of trustee expenses are disclosed in the financial statements. There were no related party transactions.

Welcome from our Chair

I am very proud to present my second annual report as Chair of the British Deaf Association (BDA). I continue to be driven by a desire to ensure that the BDA delivers even more for our sign language rights. As the national representative organisation of BSL/ISL, we are best placed to advise on language policies and planning that contributes to the vitality of our BSL and ISL language. We were established to promote the use of sign language - BSL/ISL and influence bilingual practises through the services and programmes we and our network of local, national and international partners provide on the ground.

The BDA was very proud to have led the *BSL Act Now* campaign, which resulted in the BSL Act 2022. It will create greater recognition and understanding of BSL as well as inclusion and equality for BSL users. As such, our priorities going forward will be to:

- assist organisations in developing bilingual practices through providing expert advice and support;
- undertake research and development projects relating to language policy and planning;
- promote professional training and other educational activities in the field of language planning.

We can't do this alone. One of our social values is 'Developing our Alliance'. We value those who support us and are our allies because they share our vision and mission and support our signing community. We are proud to report that the BSL Alliance (www.bslalliance.org.uk) has gone from strength to strength with 52 members (2023 – 25 members), all with the same mission to track the implementation of the BSL Act 2022. **The BSL Alliance is made up of national, regional and local organisations across the UK.**

This Act recognises BSL in England, Wales and Scotland. As equality law is devolved in Northern Ireland, the BSL Act 2022 does not extend there in recognition of both British and Irish Sign Language among the Northern Irish Deaf community. While both sign languages were officially recognised as minority languages in Northern Ireland in March 2004, we also need a legal status there. Majella McAteer, from BDA's Northern Ireland office has been seconded to the Northern Ireland Government to specifically support them in preparing for the introduction of Northern Ireland's BSL and ISL Bill. We look forward to the developments which will consolidate the position of both these sign languages in Northern Ireland.

Following the 2022 consultations with members to shape the future of BDA's work, we developed a draft 10-year Strategic Vision which we presented back to members with further consultations. Members overwhelmingly expressed delight at the shape of the strategy which subsequently passed with no objections at the 2023 AGM in Ipswich.



[This Strategic Vision](#) sets out the BDA's aspirations for Deaf people in the UK for the next decade and beyond, following the historic legal recognition of our language with the BSL Act (2022) and the BSL (Scotland) Act 2015.

Across the diverse Deaf communities in the UK, there is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change to dismantle the barriers that have restricted Deaf people's lives for more than 130 years, ever since the BDA was established. This short film sums it up:



The hard work started during 2023 – 2024 to strengthen the BDA's infrastructure. The BDA were in a fortunate position to have received substantial legacy income which was added to a designated fund for development activities. Our priorities include:

1. Building a strong infrastructure with robust internal systems;
2. Ensuring and investing in a diverse workforce;
3. Raising the visibility of BSL/ISL;
4. Being recognised by mainstream stakeholders as the experts on BSL/ISL;
5. Diversifying income sources;
6. Increasing equity and inclusion through national representation and influencing.

The Development Fund plan was carefully considered and phased as follows:

Phase 1

- Investment in the IT infrastructure of the organisation to enable effective fundraising and membership communications
- Fundraising income analysis and the development of a 5-year fundraising plan

Phase 2

- Taking BSL Forward marketing campaign to raise the profile of BSL/ISL
- Restructure of the BDA's senior leadership team to align with the BDA's strategic goals
- Launch of an early years campaign and Parliamentary Reception

With the plan approved, we kicked off 2023 with the transformation of our CRM and recording systems including the development and integration of BDA's website to the CRM.

We have much more work to do in 2024–2025 as we strive for change. We must seize this opportunity to prepare the ground for the world we want, promote the nationwide learning of BSL/ISL and protect our language to ensure it flourishes long into the future.

The financial accounts show a substantial surplus with two super legacies which is another good note to end the year. This position has enabled us to embed plans for the future, to allow us to achieve the outcomes outlined in the strategy.

One of the highlights of the AGM was the approval by members of the strategic vision for the British Deaf Association (BDA) and the Deaf community in the UK for the next decade and beyond.

The Convention on the Rights of Persons with Disabilities (CRPD), adopted by the UN General Assembly in 2006 and ratified in June 2023 by 186 UN Member States, is the latest international human rights convention emanating from the UN. It is also one of the most ratified conventions in the UN legal system. The motto of the CRPD, “Nothing About Us Without Us”, places persons with disabilities, including Deaf people, and their representative organisations – national associations of Deaf people – at the forefront of the decision-making processes related to them. CRPD Article 4.3 requires national governments to actively consult and collaborate with national representative associations of Deaf people regarding any legislation, programme or policies related to Deaf people and national sign languages.

Another significant moment as Chair during 2023 – 2024 was hosting my first AGM which took place in Ipswich. It was a huge honour, and I was thrilled when members commented how much they enjoyed the weekend. I would like to extend my thanks to staff who organised a wonderful weekend which started off at the Deaf club on the Friday evening. Thank you, also to Ipswich Deaf Society, for hosting us. There was an amazing presentation from Stephen Iliffe about Walton Burrell (1863–1941) who is the earliest known Deaf working photographer. Walton was from Suffolk and photographs linked him as an acquaintance of Francis Maginn, the founder of the BDA. It was fascinating.



In the evening, the Town Hall transformed into a stunning Gala venue, and we enjoyed a delicious 3-course dinner. We enjoyed performances by our BSL Poet Laureate winner Kabir Kapoor and an hilarious comedy sketch from Gavin Lilley and Florian Tirnovan. The evening was hosted by Paul Scott! To end the weekend, John Wilson provided a tour of Ipswich – many thanks to him. It was really interesting and the feedback from attendees was that they really enjoyed it.

BDA Youth Chair, Anna Muir-Weissbrodt resigned from the BDA Youth Sub-Committee to join Frontrunners, a youth leadership training programme in Denmark, and we would like to thank her for her service for re-establishing the BDA Youth Committee. We also wish Anna luck as she embarks on the programme in Denmark.



I was also very proud to present my first awards to the various recipients nominated by members. Congratulations everyone:

Name of Award:	Award winner
BDA Medal of Honour	Sylvia Simmonds
Posthumous BDA Medal of Honour	Kavita Chana
Francis Maginn Award	Maresia Liburd-Spencer

British Deaf Association

Trustees' Annual Report for the year ended 31st March 2024

Francis Maginn Award	Oliver Westbury
Francis Maginn Award	Yvonne Cobb
Francis Maginn Award	Professor Annelies Kusters
Francis Maginn Award	Joanna Gardiner
Chair's Award	Sabina Iqbal
Chair's Award	Anna Muir-Weissbrodt
Certificate of Merit	Wendy Daunt
Certificate of Merit	Matthew Banks
Certificate of Merit	Chloe Smith MP
Certificate of Merit	Daniel Jillings
Certificate of Merit	Professor Jim Kyle
Certificate of Merit	Gerard Maguire

We were also very proud our former Chair, David Buxton, was awarded an OBE for his services to the Deaf community for leading the *BSL Act Now!* campaign. David was also recognised with the International Solidarity Merit Award (Second Class) award at the WFD Congress in Jeju, South Korea. Congratulations David from everyone at the BDA and our members.



It is appropriate to reflect on just how much has been achieved by a national organisation of just 23 staff, along with a volunteer Board of Trustees. Sessional staff including mentors, sign language tutors, befrienders and outreach workers have also helped deliver some of our project work and, being members of the Deaf Community, they fully engaged with our work and ethos as they know and appreciate the value of the BDA for their peers, namely, Deaf sign language users in the community.

I hope this report provides an informative overview of the BDA's work during 2023-24. I'd like to extend my heartfelt thanks to our staff, volunteers, funders, members, and my colleagues on the Board of Trustees for their generosity and hard work in continuing to make a big difference for our Deaf community.

Dr Robert Adam
Chair

Our work

This year we started to deliver against the objectives outlined in the 10-year Strategic Vision which was approved by members at our AGM in Ipswich in November 2023. The objectives take their starting point from the date at which the BSL Act received Royal Assent: 28 April 2022. That date is now celebrated annually as the National BSL Day.

The Strategic Vision sets out the British Deaf Association's 10-year vision for a new civil rights movement: #BSL2032. Over the next decade, the Deaf communities in the UK must take ownership of our own future as a linguistic and cultural minority which has faced oppression and discrimination for more than a century.

Language is at the heart of what it means to be human. To be able to express ourselves, share information, and build relationships, every human needs a strong language foundation. Deaf people continue to be deprived of that basic human right in 2023. It is time for this to change.

We must work collectively with the Deaf communities across the UK and our partners, stakeholders and allies to seize the historic opportunity presented by the BSL Act 2022 to prepare the ground for the world we want, one in which Deaf people can finally achieve equitable civil rights and our precious language and culture are recognised, included and celebrated.

Deaf people are at the heart of everything the BDA does. We recognise that the Deaf community is made up of a diverse cross-section of society, which we as a national organisation need to do more to authentically represent. We acknowledge that the BDA needs to adapt.

The strategy aims to put our members first. We have set out a pledge to work collaboratively with our members, respecting their views and priorities. We will be honest and accountable about our decisions, and equal, fair and inclusive in our approach. We want members to be proud of the BDA and feel that the work we are doing makes a difference to their lives. We deeply value their support.

We believe that the way to make this new strategy a genuine success is to win the support of our colleagues, members, stakeholders, trustees and staff. Nothing about us, without us – all of us!

“Deaf people are the experts of our own lives.

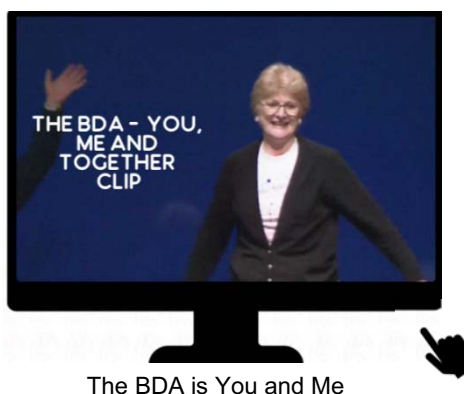
As self-advocates, we have the potential to contribute expertise, skills and experience that enrich our societies and make them more just, inclusive, and prosperous.”

Dr Robert Adam, Chair of the BDA Board of Trustees

In honour of Dorothy Miles who received a Purple Plaque in April 2024, we wanted to share Dot's powerful and wonderful video reminding members that the 'BDA is You and Me'. Enjoy!



Source: <https://www.bbc.co.uk/news/uk-wales-68907928>



The BDA is You and Me

The following highlights some of our service impact during 2023 – 24:

POLICY AND RESEARCH

Strengthening ties for Deaf people and our signing communities

Over the past year, the BDA Policy team has worked on improving and encouraging two-way collaboration and engagement with key stakeholders from within the Deaf community and our signing allies.

We founded the **BSL Alliance**, holding its inaugural meeting in June 2023. The aim is for the BSL Alliance to be an independent organisation, independent of the BDA, and independent of the Government and the BSL Advisory Board. Its purpose is to bring together BSL-led organisations, along with organisations that have BSL as a core aim; drive forward implementation of the BSL Act 2022; promote BSL leadership on BSL issues; and gather evidence on barriers to BSL and Deaf people across Britain. BDA currently provides the Secretariat and website, as part of its contribution, in order for the Alliance to sustain itself. Over the last year, the BSL Alliance met on a quarterly basis. Membership has grown to over 50 organisational members from across all areas of the UK. The working language of the group is BSL.



A key objective is to instigate a pipeline of evidence and case studies on the issues faced by Deaf people, to feed into the policy responses of responsible authorities. To this end, the Alliance has developed Action Teams for four key areas of focus, based on feedback from Deaf/signing communities, and will apply the concept of Deaf Leadership to all solutions proposed:

- BSL Interpreters – Developing mechanisms for Alliance members to gather evidence of community members' everyday experiences of barriers to securing interpreting provision.
- Early Years – Working towards establishing focus groups with each Alliance member's constituency, addressing families' experiences of accessing Early Years language development provision.
- BSL Teaching – Developing a platform for understanding barriers to teaching BSL and encouraging and supporting BSL Tutors and promoting BSL teaching careers among young deaf individuals.
- Health and Social Care – Establishing a survey to detail whether interpreters are routinely being provided for different kinds of healthcare settings, and how problems are being handled.

As part of our work with the BSL Alliance, the BDA was pleased to facilitate BSL Alliance members being invited to make individual presentations to the Government's BSL Advisory Board.

The BDA Policy team established a new **BSL Research Forum** to create collaboration between the BDA and BSL-led researchers across the UK; to generate a shared, strategic framework for BSL-centred research; and to ensure that their expertise and evidence feeds into the policies and campaigns in the BDA's 10-Year Strategic Vision.

Meeting quarterly, the Forum includes world-leading BSL-led researchers and academics from ten universities across the UK who specialise in Deaf Studies, BSL linguistics, child development, neuroscience, language development, and other areas. This work has helped raise the profile of Deaf academics across the UK and helped to ensure that their work has the impact it deserves on national and local government, public institutions and the professions.

The BDA Policy team are deeply grateful to the BSL Research Forum members who fed into the development of our Early Years Position Statement and sourced an extensive list of high-quality academic studies and references for us to ensure the strength and credibility of the BDA's position papers.

Policy Development

The Deaf community and BDA members fed back to the BDA that they want to see more Deaf ownership of Deaf issues. We have highlighted this in our BSL Manifesto for the 2024 General Election and in the 10-Year Strategic Vision. BDA has started to move the narrative regarding Deaf lives and sign language beyond

a focus on 'disability' and 'access', towards focusing on Deaf Leadership, and recognition of our nuanced and intersectional position as both a language minority and a disability group and also a culturally significant grouping within British society.

Internally, the BDA Policy team has established the **Policy & Research Working Group** to provide a forum for discussing and monitoring policy development between staff and Trustees, meeting quarterly.

In Spring 2024, the BDA Policy team created our **BSL Manifesto** to advocate and highlight the underlying principles that our policies work towards – of Deaf leadership; of investing in the development of skills for Deaf people; of enabling them to take on leadership roles in order to deliver truly authentic service provision for Deaf and BSL issues. Our aim has been to foster general agreement on these aims and a commitment from all political parties to develop a multiyear plan, in collaboration with the BDA and other BSL-led organisation to upskill the UK's Deaf communities to take on responsibility for designing, commissioning, managing, delivering and evaluating all BSL services across the UK.

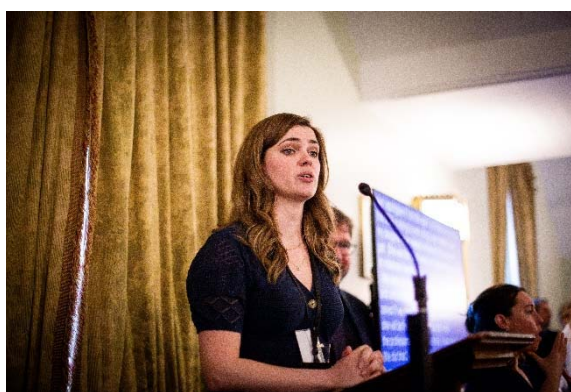
Achieving a commitment to implement these policy principles underpins the delivery of the BDA's 10-Year Strategic vision, which has an initial focus on Early Years and Education. It also underpins the importance of consulting with the BDA, because the BDA is the only national representative of the deaf signing community in UK. We are recognised in this role by the World Federation of the Deaf, European Union of the Deaf. The UK Government is also required to closely consult with and actively involve the BDA in the development and implementation of all policies related to sign language and deaf issues in the UK. (Article 4.3 of United Nations Convention on the Rights of Peoples with Disabilities).

Our single biggest policy achievement this year was the release of the **Early Years Position Statement**. In the work around the BDA's 10 Year Strategy, our members highlighted key themes representing priority issues spanning the lifetime of Deaf people from birth to death. The BDA Policy team decided to start at the beginning, focussing on what happens from birth onward for Deaf people. The grim reality is that our barriers to language are imposed on us from the first day of birth, so we have focused on the importance of language acquisition for deaf babies, deaf children and their families, beginning at the point of identification. The BSL Research Forum, and academics from the wider research community have supported us to turn community-based feedback into an evidence-based articulation of the issues and proposed solutions.

Our Early Years Position Statement was launched alongside our **BSL In Your Hands campaign** at a BDA Parliamentary Reception, attended by 30 Parliamentarians (27 MPs including 6 Ministers, and 3 Lords) and many CEOs from across the Deaf / BSL community.

We would like to give special thanks to Virginia Crosbie MP for hosting this event and also to Sofia Isari the President of the EUD for attending and giving her support.

We would also like to extend our thanks to Chloe Smith (Special Ambassador to the BDA) and to Katie Krey, Tilly Hawkes and Saurabh Mittal for being BDA Ambassadors.



Following the long-awaited announcement of a **BSL GCSE**, the BDA joined many within the Deaf community in responding to the two consultations about the BSL GCSE which closed in September 2023 – the Ofqual

Consultation on BSL GCSE Assessment and the Department of Education Consultation on BSL GCSE Content.

In line with the BSL Manifesto, our response stressed the importance of Deaf BSL expertise in designing and delivering all aspects of the GCSE, (at that time) due to be launched in schools in September 2025. There are enormous, but not insurmountable, challenges involved if we are to ensure that qualified deaf teachers teach this qualification, with focus on planning for the necessary workforce and skills development to enable this.

The BDA reached agreement with **The Makaton Charity** to improve public awareness of the difference between BSL and Makaton. Makaton will no longer be called "a language programme" in their materials. This will help everyone to understand that BSL – which of course is a language – and Makaton are two very different things.

DPO Forum: Disabled People's Manifesto – The BDA raised concerns over the Disabled People's Manifesto which demanded to close all special needs schools and move all disabled children to mainstream education provision. **This means closing all Deaf schools.** The Chair of the Forum accepted our concerns, and a Task Action Group was established to redress this. The Group met 5 times between October and December 2023. In addition, the BDA's Head of Policy met with key stakeholders for 1-1 dialogue. As a result, the group agreed to support:

- The provision of signing schools as an alternative option to mainstream
- The need for Deaf role models/mentors
- The importance of Deaf leadership of Deaf issues (and Disabled leadership of Disabled issues)

The BDA's suggested revisions were agreed at the full DPO Forum in February and the online Disabled People's Manifesto has now been fully updated. This marks a significant step forward in relationships and mutual support between Deaf and Disabled campaigners.

Research

The BDA supported the **Channel 4-led 'SuSi' project** looking at developing norms for on-screen BSL output, with staff contributing to project advisory dialogues.

We have been collaborating with Cambridge University's Kavli Centre to host a small event for the BDA and selected allies to start dialogue which will lead to development of a new Deaf-centred **Position Statement on Genetics**, given that the science has moved on hugely in the last 20 years. This work will take place in the next financial reporting period.

Thanks to generous legacies received, the BDA will be commissioning research into the **Economics of BSL** to support us in costing the options developed in our policy and campaigning work.

Parliamentary Engagement

During this year, the Policy Team worked hard to establish relationships with the Conservative Party, as the party in government, to start to influence discussions on matters related to deafness and sign languages. Meetings were held with the Ministers for Disabled People, Chloe Smith MP and Tom Pursglove MP, and the Office of the Children's Commissioner.

Chloe Smith MP, a sponsor of the Westminster BSL Bill/Act and former Minister for Disabilities, was appointed as our BDA Special Ambassador. Inroads were made to the Labour Party, as the party in opposition, with meetings held with the Shadow Ministers for Disability, and Culture, Media & Sport. Liaisons extended to other parties off the back of the Parliamentary launch event for Early Years and BSL in Our Hands.

BDA Policy supported BDA Cymru to be elected to the role of Secretariat for the Welsh Government Cross Party Group on Deaf Issues (CPGDI), for one year starting from March 2024.

We would like to extend grateful thanks to Virginia Crosby MP for sponsoring the Parliamentary Reception on 18th March 2024.

UK Sign Language Legislation

The BDA has effectively used its position as the only UK national representative on sign language issues, as recognised by the World Federation of the Deaf and European Union of the Deaf, to feed into the development of ongoing signed languages legislation across the UK to ensure that lessons from earlier legislation are learnt and the implementation of the things that really matter to the Deaf community, in line with the BSL Manifesto.

We provided active support to the development of the Motion for the **BSL (Wales) Bill** after it was selected in the Ballot, and the engagement of Deaf communities in Wales, working closely with Mark Isherwood, MS, and his team, and Deaf leaders in Wales.

We fed into consultation around preliminary work on a future **Northern Ireland Sign Language Bill**; also an updating of the current **Northern Ireland Sign Language Framework**; and also supported work on the **Belfast City Council Language Strategy**; the **Welsh Strategic Equality Plan**, and the **Scotland BSL National Plan** refresh.

In addition, we fed into the then **UK Government's Disability Action Plan** – which included reference to the provision of in-situ BSL Interpretation for all major press conferences and briefings from Spring 2024 onwards and a commitment for Number 10 also to increase the use of BSL in other communications, with progress to be reported in the Government's second report on the use of BSL in government communications by 31 July 2024.

Wider Stakeholder Engagement

Outside of parliaments and Deaf communities across the UK, the BDA has made efforts to strengthen and establish relationships with key stakeholders in Deaf and Disability spaces.

The BDA joined the **Deafness & Hearing Loss Alliance**, an alliance of 32 organisations that mostly focuses on the medical aspects of deafness and hearing loss, with members working in audiology, hearing services and public health. The BDA's work with them continues to focus on fundamental concerns over the serious lack of d/Deaf representation in both this Alliance and in the wider field of audiology and hearing services.

As a Disabled People's Organisation (DPO) ourselves, the BDA believes strongly in the ethos of noting about us that isn't led by us, and we are proud that 85% of our staff and 100% of our Board are Deaf fluent signers with lived experience of oppression, language deprivation and barriers to opportunity that form the everyday reality for many Deaf signers, meaning we are well-placed to represent this community. We consult regularly with **Inclusion London** through the DPO Forum and also directly on issues that arise.

We also joined the ALLFIE and Amnesty Disabled People Human Rights Network as well as networks within our regions.

OUR PROGRAMMES

The work of the BDA in our regions is centred around four key programmes:

1. Community and Advocacy
2. Training and Consultancy
3. Human Rights and Equality

4. Sign Language and Culture

Community & Advocacy

We work with our members and the Deaf community to empower them to have their views heard and listened to. We bring Deaf people together through BDA Youth, Regional Member Forums, EDI Strategic Group and the BSL Alliance to take action around their concerns and overcome social injustice.

As Deaf community organisers, we provide training and workshops with members of the Deaf community across the UK every year to build their collective power and to seek representation on decision-making boards and platforms. This community involvement is crucial: we are utilising our voice as a strong leader in the UK to tell decision-makers that there is no longer anything about us, without us.

The BDA produces policy papers, statements, and guidelines so that members have up to date tools to inform the BSL Alliance and our stakeholders of Deaf people's rights and how to achieve them.

Advocacy and inclusion for Deaf people is important to the BDA's mission. Our services were set up in response to challenges faced by Deaf people in society. We do this through three main strands: improving access, promoting inclusion, and providing information. We work with individuals or groups to empower them to have their views heard and listened to, to ensure service providers are aware of Deaf equality/rights, and to ensure that Deaf people have access to clear and full information to make informed decisions when dealing with service providers. We promote inclusion through social events and workshops for the Deaf community on the topics that affect us.



Through Advocacy projects and BSL Helplines around the UK, BDA supported 316 Deaf people through one-to-one advocacy and had 1,103 engagements through the BSL helpline in England providing information, advice, guidance and signposting, culminating in a total of 1419 engagements/cases.

- BDA Scotland's BSL Helpline supported 51 Deaf clients with 57 cases.
- BDA Cymru's Advocacy and Inclusion Service supported 123 Deaf BSL users with one-to one support.
- BDA Northern Ireland's Advocacy Service supported in 136 cases.
- BDA England's BSL Helpline supported 1,103 engagements.

Our Roadshows in England and Scotland delivered workshops for the Deaf community to raise awareness and understanding of loneliness, and how to reduce stigma/prejudice towards those experiencing loneliness within the Deaf community. 1049 Deaf people were reached.

- BDA England's Bringing the Community Together Roadshow reached 998 Deaf people including young people and children.
- BDA Scotland provided Social Loneliness workshops which 151 Deaf people accessed.

BDA Cymru started supporting a Deaf migrant late in 2022-23. This continued into 2023-24. This was complex as the person presented with no formal language skills from his native country including no recognised sign language system. Communication was with his brother only using home-made gestures. We worked on a multi-agency approach and as a result the person now has a permanent home with ongoing housing support, good PIP award, access to free or concessionary travel. We also worked with Care & Repair Managing Better service to help him achieve installation of suitable accessible equipment. We also supported him following a violent attack. This person benefitted from support of all three members of BDA Cymru staff at that time.

"Advocacy Service got me involved in certain events over the past years, especially as I'm Deafblind. You did not treat me as a Deafblind person, but as myself. Thank you!" **Service User**

"The video of Kilmarnock Deaf Club was great. There were lots of good ideas on how to use visual pictures, and good information and suggestions. This will make other Deaf clubs think about how to make changes to their clubs to make them more dementia friendly. BDA Scotland is doing excellent good work." **Deaf woman, Kilmarnock.**

"I have never seen the pupils engaged in a workshop like this before. The smile on the boy's face was simply wonderful to see." **Teacher of the Deaf, Exmouth, January 2024.**

"This workshop has been very informative and interesting; people are showing more confidence and are sharing their feelings. This has been really worth knowing about. A big thank you to the BDA for the workshop, it was really worth it." **Deaf attendee, Bristol, January 2024.**

Training & Consultancy

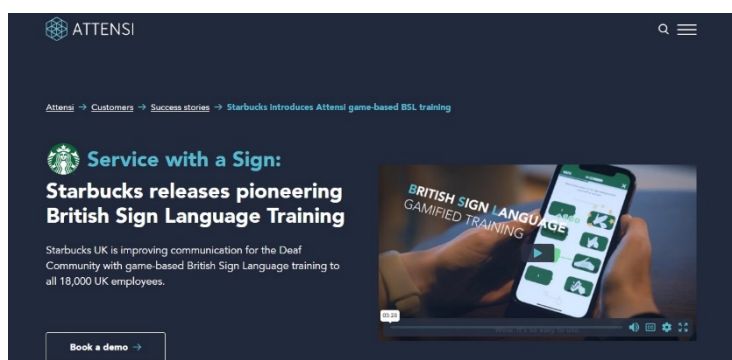
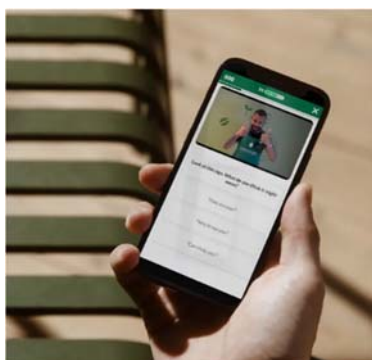
We conduct Human Rights and Capacity Building training with our members and the Deaf community. Additionally, we provide BSL Awareness training to provide participants with a greater understanding of BSL as a language and an insight into Deaf culture.

Through the BSL Charter, we connect the Deaf community with public services giving them the confidence to share concerns about issues that affect them, and to ensure that Deaf people have access to clear and full information to make informed decisions when dealing with public services.

The BDA partnered with Starbucks UK and Attensi to launch a game-based BSL and Deaf Awareness training to all 18,000 UK Starbucks employees. The game helps break down communication barriers for the Deaf Community. The BDA provided consultancy support to Attensi who produced a bespoke game-based training solution for Starbucks to improve the experience for Deaf employees and customers. They wanted a solution that delivered on this core principle, which was inclusive, accessible and engaging to encourage everyone to learn the foundations of BSL and to improve Deaf Awareness – removing some of the communication barriers and opening up brand new possibilities for human connection.

It was a hugely successful exercise with fantastic engagement across all Starbucks' stores with 73% of partners starting the training within 2 months. As it was non-mandatory training, these participation numbers and completion rates were incredibly high.

<https://attensi.com/success-stories/retail/starbucks-introduces-attensi-game-based-bsl-training/>



We also offered consultancy services to Natwest and Nationwide to improve access in BSL.



We empower the Deaf community to stand up for their rights by providing the popular 'Knowing your rights' workshops and supporting them to develop self- help groups/forums that can negotiate with and influence local service providers to improve their services.

The BDA's Sign Language Charter encourages and lobbies local authorities and public services across the UK to sign up to the Charter for British Sign Language (and Irish Sign Language), and in doing so make five pledges to improve access and rights for Deaf sign language users. The Charter is designed as a vehicle to remove direct and indirect discrimination, empower local Deaf communities and resolve conflicts between providers and Deaf people. The Charter sets out a number of key pledges to improve access and rights for Deaf people who use sign language.

In addition, we promote direct engagement with the Deaf community by hosting consultation events to facilitate dialogue between Deaf people and the wider community. By working with service providers to create information events and videos, we work to actively remove language barriers for the community in accessing services.

BDA provided 32 Deaf Equality and BSL Awareness workshops across the UK.

- BDA England delivered 5 deaf equality sessions to 56 staff from CAB offices and Derbyshire Law.
- BDA England provided 16 Deaf equality and BSL awareness workshops attended by 240 people from various organisations.
- BDA Northern Ireland delivered 11 Deaf equality sessions to 164 health and social care staff from various departments.
- BDA Scotland delivered information workshops for 146 Deaf people encouraging the Deaf community to become more dementia friendly/accessible and created 4 information videos on how to make Deaf Clubs more dementia friendly.
- The Mayor of London, Sadiq Khan signed the BSL Charter for the Greater London Authority

"Thank you for coming along and presenting at our Panel event today. We thoroughly enjoyed hearing more about BDA and the importance of becoming a BSL ally. I know we all found it very thought provoking."
Graduate, NatWest group, October 2023.

"My boss said that it was the most useful and entertaining hour he had spent in a management meeting for a very long time. :)" **Deaf attendee, Deaf Equality presentation for Rolls-Royce's senior management team, October 2023.**

Sign Language Charter

DERRY CITY AND STRABANE DISTRICT COUNCIL

As part of Derry City and Strabane District Council's commitment to signing the (BSL & ISL) Sign Language Charter, the BDA has started this work with an initial visit to the Deaf members at Foyle Deaf Association. This was to explain to the Deaf residents what the Sign Language Charter is about our rights to access the services and to gain some feedback of their experiences accessing services in the Derry City and Strabane areas.

GREATER LONDON AUTHORITY SIGNING OF THE CHARTER FOR BRITISH SIGN LANGUAGE

<https://bda.org.uk/bsl-charter-signing-gla-mayor/>

The Mayor of London signed the BDA's Charter for British Sign Language to help eliminate barriers faced by London's Deaf communities.

The Mayor of London, Sadiq Khan and Deputy Mayor for Communities and Social Justice, Dr Debbie Weekes-Bernard, welcomed members of London's Deaf communities and representatives from organisations and services that work with, or advocate for, Deaf Londoners to City Hall to witness the signing of the Charter for British Sign Language.

The Charter aims to promote better access to public services for Deaf Londoners, address discrimination and empower Deaf communities. BSL is the first language for many Londoners, and by implementing the Charter, the Mayor and City Hall are committing to meet the needs of Deaf Londoners, uphold their rights and ensure access to City Hall's information and services.

By signing the Charter, an organisation commits to a tailored set of actions aimed at improving accessibility and inclusion of Deaf people. The Charter is structured around five pledges, these are:

1. Consulting with local Deaf people on a regular basis.
2. Ensuring Deaf Londoners have access to information and services.
3. Supporting Deaf children and their families.
4. Ensuring City Hall staff working with Deaf people can communicate effectively using BSL.
5. Promoting learning and high-quality teaching of BSL.

The move comes as the Mayor takes further strides to ensure City Hall is a truly inclusive employer, leading the way and inspiring other organisations to proactively tackle structural inequalities and place accessibility at the heart of policy



Human Rights & Equality

As the representative body, the BDA works to ensure Deaf people across the UK are equipped with the knowledge, tools and strategies to advocate for, achieve and defend their rights including:

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- Gaining recognition and respect for BSL/ISL and Deaf culture
- Achieving their rights across all areas of life, including equal opportunity and accessibility

By promoting human rights and access to BSL/ISL, the BDA is improving the lives of thousands of Deaf people who face inequality every day. We collaborate with Deaf leaders and policymakers to implement human rights mechanisms such as the United Nations Convention on the Rights of Persons with Disabilities, the BSL (Scotland) Act 2015 and BSL Act 2022 as well as other legislations. We also take direct action by providing Equality & Rights training and representing Deaf people's interests in the UK.



With the right support, the possibilities and potential for young deaf people are endless. Around 90% of deaf children are born to hearing families and over 75% attend mainstream schools with little or no specialist provision. Lack of support often means that they encounter communication barriers every day of their lives at school and in their social and home lives. As a result, deaf children commonly experience social isolation, poor mental health, low self-esteem and poor educational outcomes.

Our early intervention programme through activities and mentoring support aims to support deaf children and young people to see the positives in their deaf identities and to build their confidence and aspirations in negotiating key transitions and preparing for adult life.

The BDA provided a range of training workshops regarding democracy, rights and electoral rights/procedures, through roadshows around the UK, reaching a total of 747 Deaf people.



- BDA Scotland delivered “Knowing your Rights” training attended by 115 Deaf children and young people from 13 different schools in Scotland, to support them in confidently understanding and accessing their full citizenship and human rights.

- In partnership with deafPLUS, four Knowing your Rights information sessions were delivered, reaching 31 Deaf people.

- BDA England held workshops on the new requirement for voter ID in elections, which were attended by 303 Deaf people including those from Greater

London. 75% of those attending said they felt more confident in exercising their vote on completion of the session.

- The Propel project held forums focusing on system issues and inequalities, with 153 Deaf people attending.
- BDA Wales: 145 Deaf people attended workshops on the human rights of Deaf people.

Over 75 BSL videos were created for a range of projects, organisations, and companies to ensure equal access through BSL for the Deaf community.

"It was interesting to hear what other councils are doing and it would be good to see more cohesion and consistency across the councils and what they offer. Hopefully, going forward, this will be the case! Great for staff and pupils to learn more about BDA, WFD and rights." **Human Rights at St. Roch's Secondary School**

"The way BDA talked to the group, and included everyone in the discussions and the way information was shared really brought all the people together and it felt like a family, we were all talking together as equals." **Group Co-ordinator, London, 2023**

"In the past, I was so frustrated. I kept asking and asking questions to my friend's brother, who is a Member of Senedd (MS). This MS will retire at the next election, and I was worried about how I would engage in the future. I didn't realise I could have contact with my local MS." **Deaf attendee from Swansea, October 2023.**

"Good presentation, eye opening. Useful information I now know what to do if any problem knowing and who to contact need more workshop giving plenty of examples well pace throughout the presentation." **Deaf attendee from North Wales, February 2024**

We've been doing a significant amount of work in our regions in respect of the BSL (Scotland) Act 2015, the BSL Act 2022 and supporting the work of the Northern Ireland's BSL/ISL Bill and Mark Isherwood's BSL (Wales) Bill. Below is a summary of work in the regions:

Scotland

This is the second BSL National Plan (Scottish Government's BSL National Plan 2023 – 2029), and is a six-year plan that represents the Scottish Government's ongoing commitment to making Scotland the best place in the world for BSL users to live, work, visit and learn. It focusses on 10 priority areas with 45 actions. Each of the priorities has a mix of short-, mid- and long-term goals that will be delivered in the six-year life of this plan. It will lead to improved equality, opportunities, and outcomes for BSL users. This plan will continue to be influenced by other national initiatives and the lived experiences and priorities of BSL users. Scottish Government's aim is to make long-term changes that will deliver positive impact by 2029 and beyond.

The BSL (Scotland) Act 2015 requires listed authorities in Scotland to publish their local plans every 6 years, showing how they will promote, and facilitate the promotion of the use and understanding of BSL in Scotland.

[British Sign Language National Plan 2023 to 2029 \(bslscotlandact2015.scot\)](#)

[BSL National Plan \(bslscotlandact2015.scot\)](#)

Northern Ireland

Communities Minister Gordon Lyons has outlined his plans for the development of sign language in Northern Ireland. Speaking in the Assembly on 20th February 2024, the Minister set out proposals to increase the number of interpreters and, ultimately, bring forward a Sign Language Bill. The Minister commented that Sign Language users, like many other minority language users, cannot necessarily access information on government websites or printed leaflets and various types of literature unless it is translated into their natural signed language. The Minister pointed to the sign language interpreters at the Ministerial briefings during the Covid pandemic as a positive step. But he added more needed to be done to address the current need for more British Sign Language and Irish Sign Language interpreters. The Minister outlined ongoing work to provide a pathway for interpreters through enhanced training and, potentially, an academic qualification.

The BDA has been working with NI government, to set up information sessions in Derry and Belfast, regarding an update of the bill. Additionally, the BDA sits in the Sign Language Partnership Group which has

had participation in discussions with the Department for Communities and other sector organisations regarding the BSL/ISL Bill.

Belfast

<https://www.facebook.com/share/p/sGrnW9pyxu4t92tT/>

Derry

<https://www.facebook.com/share/p/t62ArWdn2n4ABdEP/>

Wales

Mark Isherwood MS won a ballot to introduce a proposal for a BSL (Wales) Bill at Senedd Cymru (Welsh Parliament). In summary the Bill aims to place BSL on the same footing as those using English and/or Welsh. It also says that a BSL Commissioner is required to help promote and protect BSL in Wales and to support devolved public services to develop BSL plans. The proposal was brought to the Senedd as a Private Members Bill on 19th June 2024 and was moved forward to the next legislative stage. Voting was 24-16 (with 3 abstentions).

The BDA in its role as Secretariat to the Cross-Party Group on Deaf Issues which is chaired by Mark Isherwood MS has been supporting the proposed Bill and will continue to support onto the next stage which must be completed by July 2025. Despite the Bill being passed at this stage, the then Cabinet Secretary for Culture and Social Justice, Lesley Griffiths MS, stated that Welsh Labour Government did not see the need for a BSL (Wales) Bill. BDA and other stakeholders have since met officials at Welsh Government to explain our concerns at the Government's position. Our next steps will be to meet Mark Isherwood who will be required to consult with Deaf BSL signers and allies.

A Deaf led campaign group has been set up by Dr Rob Wilks and Alison Bryan. The group aims to work with the BDA and other stakeholders to produce a campaign plan which is expected to launch in Autumn 2024. Tom Lichy, Head of Policy, Mike Hobday, Parliamentary Consultant and Martin Griffiths, BDA Cymru Manager will work with Rob and Alison to offer our full support. The group name is Grwp BSL a Byddar Cymru u Wales BSL and Deaf Group. Alison has posted a very useful timeline: Timeline – Grŵp BSL a Byddar Cymru | Wales BSL and Deaf Group (bsl-deaf.wales)

Sign Language & Culture

The BDA is best known for campaigning for legal protection of BSL and ISL. We aim to protect, preserve and promote BSL and ISL by raising awareness of the importance of BSL by co-ordinating Sign Language Week.

We also undertake research into the experiences of Deaf people in different regions and countries from across the UK, as well as publishing policy responses to key policy developments and consultations that impact on Deaf people. To find out more: [Research & Consultations – British Deaf Association](https://bda.org.uk/research-consultations) (bda.org.uk)

We work with our members and partners to shape our world into a more equitable place through our campaigns and the following events to promote our language:

Sign Language Week

Sign Language Week is BDA's flagship awareness week celebrated every year in March to commemorate the first time BSL was acknowledged as a language in its own right by the UK Government on 18 March 2003. The aim is to celebrate and educate the British public about BSL and to encourage more people to start learning our language.

National BSL Day

To commemorate the passing of the BSL Act 2022 on 28th April, this day is known as the National BSL Day.

International Week of Deaf People and International Day of Sign Languages

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International Week of Deaf People is an initiative of the WFD and was first launched in 1958 in Rome, Italy. It is celebrated annually by the global Deaf Community in September each year to commemorate the same month the first World Congress of the WFD was held.

BSL Conferences

The BDA's BSL Conference is an official event of the BDA, aimed at bringing together public services and the Deaf community who seek to partake in national exchange of information and furtherance of the BDA's mission to influence policy reforms that have prevented BSL from flourishing.

We've been delivering the following services across the UK:

- BDA Scotland's Deaf Roots and Pride recruited 30 Deaf people to become role models to engage and support 197 Deaf young people, through events/activities in schools.



They supported 23 young people with information relating to education transition and produced 22 videos in BSL focusing on transition for Deaf young people.



- Through our Family Signs at Home service, BDA Northern Ireland worked with 11 families providing 20 weekly sessions.
- BDA England's Family Signs at Home project begins this year.

We undertook an independent evaluation of our Family Signs at Home service in Northern Ireland and the report highlighted:

Feedback from family members:

"They really enjoyed this opportunity of learning together as a shared family experience which not only aided communication with their deaf child but further cemented their bond as a family".



"As a direct impact of FSH, a mother is witnessing her son and daughter communicating in sign language."

"C starts correcting me showing me the correct way to make the sign for a certain word. I'm sometimes just joking with her or testing her, and she's able to correct me."

"I can say, and that our whole family of four people came through and finished all the classes, I am just very happy about that."

"It's lovely thanks to FSH - M and TUTOR can hold a full conversation. It's beautiful to watch and watch her just progress."

Protecting BSL

The BDA launched a campaign called "BSL in Our Hands" to address the crucial need for early access to BSL/ISL for deaf children and their families. Approximately 90% of deaf children are born to hearing parents. Due to systemic barriers, most parents will have had little understanding of deaf people's lived experiences and no knowledge of how to communicate with their deaf baby. We know that language acquisition in the first five years of life is essential for a child's cognitive development and wellbeing. Yet access to British Sign Language as part of an early and comprehensive support package is not currently provided by our government. There is a world of potential in every deaf child's hands. We just need to give it to them. We need BSL in their hands in our hands, right now. Their future is in your hands.

The campaign's first initiative centred on urging the public to act by writing to their Members of Parliament (MPs) to ask them for their support.

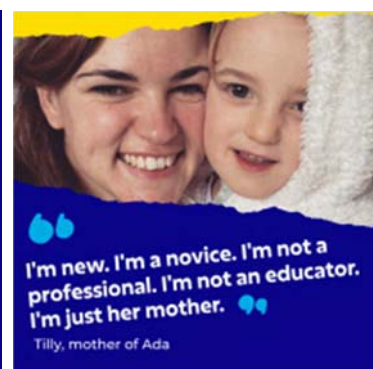
Our Asks:

1. We want the Government to fund free access to sign language to the families of all newly identified deaf children.
2. We want the very best standards of teaching. This means fluent teachers, with increasing numbers of Deaf and native signers.
3. We want to see these changes rolled out across the UK.

Outcomes:

3230 people have submitted the form saying they have written to their MP in support of the BSL in Our Hands campaign <https://bda.org.uk/bsl-in-our-hands>

This campaign gained 2852 new followers since launch of campaign on 24 March 2024,



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In January, The Right Honourable Chloe Smith MP agreed to become our Special Ambassador. As Minister for Disability, she led the Government's Parliamentary work on achieving the British Sign Language Act 2022 legislation and is renowned for her steadfast support of BSL and advocacy for the Deaf community.

In her capacity as a Special Ambassador, Chloe Smith supported the BDA's 10-year strategic vision, with a specific emphasis on breaking down barriers for Deaf children and young people to access language in their early years.

We launched #BSLinOurHands at an event in Parliament on 18th March, during Sign Language Week. The event drew over 40 government officials, Deaf CEOs, and key stakeholders from the Deaf community. The event served multiple purposes: it officially launched the "BSL in Our Hands" campaign, provided updates on the UK Government's progress in implementing the BSL Act 2022, and facilitated meaningful networking opportunities between decision-makers and community leaders.

Influential figures such as Minister for Disabled People Mims Davies and Chloe Smith MP delivered speeches emphasising the significant effect of early BSL education and inclusive policies. Our Campaign Ambassadors also shared their personal experiences with BSL as parents of deaf children. Additionally, the event showcased moving performances by students from Frank Barnes School and Heathlands School.

The event received notable recognition when it was mentioned during the House of Commons proceedings. Minister Mims Davies MP shared her greetings for Sign Language Week, while Dr Lisa Cameron MP highlighted the BDA BSL in our hands Parliamentary event, encouraging other MPs to attend. This helped in emphasising the significance and importance of the campaign at the national level.



Currently there is no national programme of early years BSL provision for deaf children in the UK. Experts agree the way forward is clear. The four-point plan includes:

1. Talk to the BDA. The UK's only national representative organisation for BSL and the Deaf community
2. Free and immediate BSL support for deaf babies and their families. This is not only a right, it's a necessity.
3. Full access to bilingual education in both fluent English and fluent BSL
4. The upcoming BSL GCSE must be taught by fluently signing Deaf teachers.

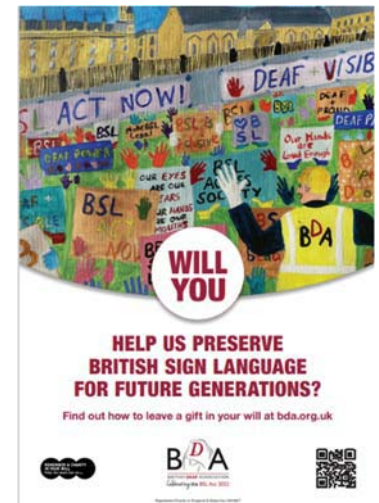
✓ 40+ Government officials in attendance at BSL in Our Hands parliamentary campaign event

✓ 1 Mention of the BSL in Our Hands parliamentary event during a parliamentary session by former Minister for Disabled People, Health and Work - Mims Davies

This shows how to put BSL into the hands of those who need it the most <https://bda.org.uk/our-manifesto/>

Preserving BSL

1. Remember A Charity Week 2023 brought together 200 leading UK charities, including the British Deaf Association (BDA), to safeguard their future impact. The BDA provided essential will-writing resources and highlighted the importance of supporting Deaf communities nationwide. The posts from RAC had a reach of 9500 across our social media.
2. This initiative aimed to secure long-term support and highlight the impact of charitable legacies on BSL advocacy and community empowerment.



BSL POET LAUREATE

We launched the first ever BSL Poet Laureate Competition, to mark the UK's first National BSL Day honouring the historic date on which BSL was first recognised in law as an indigenous language of Great Britain, with the British Sign Language (BSL) Act 2022.

DeafZone Glastonbury kindly sponsored an £800 prize pot for a competition open to all, with £500 awarded to the winner, £200 to the second place, and £100 to the third place.

Deaf BSL signers 18+ from across the country were invited to submit a 2-minute video clip of original poetry in BSL. Entries were judged on the fluency and creativity of the language, the content and originality of the poem, and the confidence of the performance.

Kabir Kapoor won first place with a £500 prize and the opportunity to work with DeafZone at Glastonbury 2024. Kabir, who was the inaugural BSL Poet Laureate in April 2023, also re-filmed his winning poem with See Hear and Remark and performed at Glastonbury.

Zoë McWhinney came in second place and earned £200 for her poem on the history of BSL recognition and in third place, Michael Watkinson won £100 for his poem "Sailing in Silence".

<https://vimeo.com/910849102/7b094f1ab2?share=copy>



Promoting BSL

We marked the 2023 International Week of Deaf People (IWDP) and International Day of Sign Languages (IDSL) from 18 – 24 September with a series of social media videos under the theme "A World Where Deaf People Everywhere Can Sign Anywhere!". Throughout the week, the BDA showcased a variety of informative videos created by staff, each focusing on critical themes such as the rights of Deaf children, global capacity building, and advocacy for Deaf communities. Through these activities, the BDA aimed to celebrate Deaf culture while also advocating for the rights and visibility of Deaf communities on a global scale.



The BDA won the Sheila McKechnie Foundation Awards in 2023 in the 'Campaign of the Year' category for our *BSL Act Now!* campaign.

"This award celebrates the outstanding campaign of the past year – not just because of what they won, but also how they won it."



Winner

Sheila McKechnie Foundation Awards 2023

Campaign of the Year

BSL Act Now!

Presented to Bronwynne Buxton, *BSL Act Now!* campaign volunteer and Ahmed Mudawi, BDA Trustee.

We were also nominated for the Big Impact Award for the *BSL Act Now!* campaign at the Third Sector Awards 2023.



Sign Language Week 2024 (18-24 March) was marked by the launch of the #BSLinOurHands campaign, highlighting British Sign Language (BSL) and Irish Sign Language (ISL) as vital languages of the UK. A key initiative was the "Go Blue for BSL/ISL" encouraging participants to wear turquoise or navy blue as a symbol of unity and support, aligned with the Deaf Flag adopted by the World Federation of the Deaf in 2023.



Members of BDA Youth, Erin McCluskey and Samuel Perkins with CEO, Rebecca Mansell and BDA Board of Trustees Vice-Chair Abigail Gorman with the Deaf Flag that was voted by Ordinary Members at the WFD Congress, Jeju South Korea, July 2023.

The BDA developed a Sign Language Week toolkit, which included theme assets, BSL and ISL resources, and fundraising initiatives. This toolkit was distributed to the press, BSL Alliance Members, Members, stakeholders, and promoted on social media on <https://signlanguageweek.org.uk/>.

The BDA organised an inaugural corporate British Sign Language (BSL) lesson, attracting participation from over 1,000 companies. Renowned Deaf TV presenter and educator Yvonne Cobb led these sessions, which aimed to promote inclusive communication and cultural awareness in workplaces.

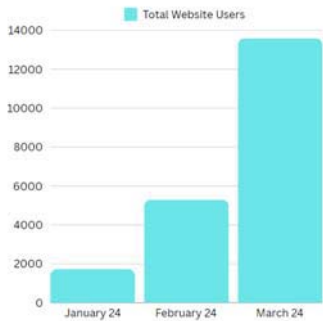


Feedback from corporate BSL lessons:

- *"Loved having background knowledge regarding BSL at the start and practicing the signs."*
- *"In all the lesson was fantastic, I do have a strong interest in BSL, during lock down got my level 2. But I need to keep using it, so this was a great lesson to get motivation again."*
- *"Really helpful, inspired to learn more".*
- *"I felt as a starter/introductory lesson it was perfectly pitched."*
- *"The presenter was excellent, very engaging, used great examples of how the language can vary e.g. talking through a word that has many meanings."*

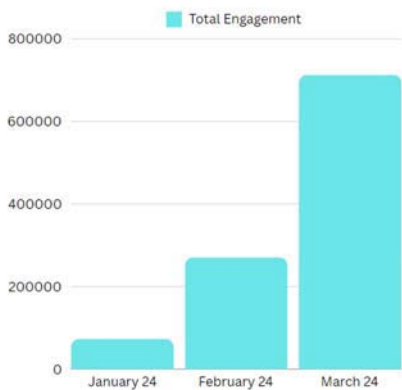
Following up from the corporate BSL lessons, we developed a corporate engagement plan to initiate partnership opportunities with our new corporate contacts to support future fundraising initiatives. Due to the success of the lessons, we will host them again during Sign Language Week 2025.

Additionally, in collaboration with Signature, the BDA hosted the largest-ever online BSL lesson in the UK, reaching 360,000 primary school children and fostering greater understanding of Deaf culture. We saw a significant increase in website traffic in March during Sign Language Week



Total users = the number of people who visited the site

Social media platforms buzzed with #BlueOutforBSL, #BlueOutforISL, and #SignLanguageWeek, showcasing widespread support for BSL and ISL.



Engagement = the number of people who interacted with the website

The BDA's profile has grown by 7,769 followers between 2023 – 2024.

	2023	2024	Increase Percentage
Instagram	8,539	11,208	31.2%
x	20,729	22,254	7.4%
LinkedIn	2,650	4,422	66.8%
Facebook	27,307	29,110	6.6%

- Facebook: Page views grew from 93.085 in March 2023 to 89.0366 in March 2024 - 856.5% increase.
- X: Impressions grew from 9.284 in March 2023 to 180.094 in March 2024 - 1839.8% increase
- Instagram: Accounts reached grew from 29.1128 in March 2023 to 70.5247 in March 2024 - 142.2% increase.

We are very proud of the campaigns launched during 2023-24 and the hard work of the Visual Language Service (VLS) team which consists of 2.5 staff.

As our working language is BSL, it is vital that our news is accessible in a bilingual format which requires a lot of time filming, editing, and producing BSL videos with voiceovers, transcripts, and/or subtitles. It is worth bearing in mind that our campaigns are therefore expensive and take us longer to release than English-only communications.

Over the year, the VLS team collectively produced 393 videos. Campaign and information videos about the BSL in Our Hands videos were undoubtedly the biggest hit and contributed to the increase in viewing figures from the UK and across the world.

In addition, the VLS team supported their colleagues in the organisation with their own work in providing BSL (and in Northern Ireland, both BSL and ISL) videos of activities and project work, ensuring that Deaf people had access to crucial and accurate information in sign language.

Last but not least, the VLS team is regularly commissioned by the private and public sectors to produce BSL videos, host livestreams and provide other chargeable media services. Some of external clients VLS worked with included Public Health Scotland, the Electrical Commission, Public Health Agency and the Welsh Government.

Heritage of BSL



During the year 2023 – 2024, we visited British Deaf History Society (BDHS) in Manchester to view our growing collection of artefacts that they have kindly catalogued and put on display including the visitor book that was signed by the late Princess of Wales.

As we approach our 135th anniversary in July 2025, our heritage is even more important as it shapes our future. Please take a look at our digital archive: [Historypin](#) | [SHARE: The Deaf Visual Archive](#)

We renewed our agreement with the London Metropolitan Archives (LMA), which stores a significant amount of material on behalf of BDA, including 24 shelves of videos and 5 shelves of film. Thank you LMA!

**Strategic Goals #TakingBSLForward
2022-2032**

Performance against strategy during the year 2023-2024 which is known as Year One of three short-term strategic goals (2023 – 2026):

Strategic Goals 2023 - 2026	Year 1 2023 - 2024 key outcomes	Year 1 2023 - 2024 key outcomes	Year 1 2023 - 2024 key outcomes	Year 1 2023 - 2024 key outcomes
Prepare	Quarter 1	Quarter 2	Quarter 3	Quarter 4
1.1 Mobilise and support a #BSL2032 movement led by Deaf people of all ages (including BDA Youth and older Deaf people) in new regional forums to bring together, motivate and empower the signing community and our allies to effect positive change	Secured funding from Propel and City Bridge to connect with the Deaf community to create a Theory of Change to address the civil rights issues faced by the Deaf community.	Secured funding to establish Regional Member Forums in the Northeast and Southeast from Joseph Rowntree Charitable Trust.	Democracy - Your Vote, Your Rights' roadshow across South and North Wales as well as Southwest of England to bring our community together and a further 17 sessions to Deaf Clubs across UK. Member engagement November 2023 to co-produce the Regional Member Forum concept.	Theory of Change has been developed following workshops to address the civil rights issue faced by the Deaf community. Phase 2 application being prepared to 'Expand' the work.
1.2 Establish and lead a nationwide BSL Alliance and build sustainable relationships with other partners, stakeholders and allies to maximise our collective influence and make progress towards our goals.	Established the BSL Alliance, and over 40 deaf organisations signed up. Our first meeting took place on 7 June 2023. There was a real sense of excitement as we started to work together to track the implementation of the BSL Act. More information about the BSL Alliance, please see our website https://bslalliance.org.uk/	Over 50 deaf organisations have now joined the BSL Alliance including UK Deaf Sport and SignHealth. Position statement on Early Years drafted and shared with key stakeholders and the Research Forum.	Continued to meet online with plans to meet in-person at BID in June 2024.	53 deaf organisations have now joined the BSL Alliance, and 4 action groups have been established focusing on 1 - Health & Social Care 2 - Interpreting 3 - Early Years 4 - BSL Teaching. Submitted written evidence to the BSL Advisory Board with input from BSL Alliance partners.
1.3 Engage with and seek to influence the Government and the BSL Advisory Board to ensure BSL is prioritised and embedded in cross-government policies and institutional frameworks on key areas for the British Deaf communities	BDA Head of Policy and CEO met with Chloe Smith MP to discuss the next steps in #TakingBSLForward. Further meetings with MPs arranged.	Chloe Smith MP became BDA's Special Ambassador as the key liaison person between BDA and the Government to begin the process of engagement and building parliamentary	Invitation received to present to the BSL Advisory Board about our work. Following that, they asked the BDA to produce a report of case studies highlighting inequalities that the Deaf community face.	A parliamentary reception was hosted by the BDA and Virginia Crosbie MP to launch BSL in Our Hands. All BSL Alliance and Research Forum partners were invited to the event. 39 MPs and Lords joined us, and they heard stories

including early years, education, employment, health and social care.		relationships. Introduced to Virginia Crosbie MP and agreed to host a parliamentary reception during SLW 2024.		from our Campaign Ambassadors on the barriers they faced in early years and accessing BSL to communicate with their child.
1.4 Work to improve the representation of Deaf people in influential public bodies, especially parliaments, governments and councils.	BSL Charter being reviewed and updated following the BSL Act 2022. BDA Youth re-established.		Wales roadshow democracy part 1 in October 2023 with 5 visits, Llanelli, Swansea, Barry, Bridgend and Cardiff. BDA Wales Manager and CEO met the Minister for Social Justice and Chief Whip with Disability Wales for UN International Day of Disabled People. Raised the question of a BSL Act for Wales and engaged with the Deaf community in Wales following that. The Greater London Authority signed the BSL Charter in November 2023 and the work now begins to engage Deaf Londoners to ensure Deaf people are consulted and part of service designs. EDI strategy group has been established with the first meeting held on 5th December 2023.	Wales roadshow part 2 in February 2024 visiting five areas in South Wales and North Wales. BDA Wales Community Engagement Officer recruited. The EDI Strategy Group met for the 2nd time face to face on 23rd March 2024 to identify the purpose of establishing an EDI Committee.
Promote				
2.1 Increase the public visibility of BSL and the Deaf community with a decade long innovative and engaging #BSL2032 PR and Communications campaign	Huge congratulations to Kabir Kapoor on winning the BDA's BSL Poet Laureate competition on National BSL Day on 28th April 2023. Members said they wanted to see more visibility of BSL and showcase how rich our language and culture is. The response to the	BDA and BSL Celebration have signed a partnership agreement to promote BSL through BSL Celebration festivals across the UK.	BSL Conference 2024 planning underway. BDA and BSL Celebration collaboration began with their week-long BSL Fest in Manchester and a BSL Party in the Park at Cathedral Gardens.	BDA kicked off Sign Language Week 2024 with early years campaign: "BSL In Our Hands". The campaign's message is clear: every deaf child in the UK deserves access to British Sign Language (BSL) or Irish Sign Language (ISL), in addition to English. If you haven't already,

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	competition was overwhelming. Many thanks to Deaf Zone Glastonbury for sponsoring the prize for 1st, 2nd and 3rd places as well as giving Kabir the opportunity to perform at Glastonbury!			please support it by writing to your MP https://bda.org.uk/bsl-in-our-hands/ Additionally, we offered free BSL lesson for companies during Sign Language Week 2024 and over 1,000 companies signed up.
2.2 Inspire and support families of deaf children to learn BSL as soon as possible after diagnosis	Evaluation of the FSH work in NI underway	Early Years position statement created to take forward direct action. To be launched during SLW 2024.	England and Wales funding secured through Masonic Foundation	2,224 Primary Schools and 364,000 students joined the free BSL lesson organised by Signature in partnership with the BDA. This is an increase of 900 more schools than 2023.
2.3 Engage with professionals who work with deaf children e.g. audiologists, teachers of the deaf, speech and language therapists, social workers to promote the use of BSL equitably as other communication methods.	Year 2			

2.4 Expand the signing community from 2022 to 2032 by collaborating with DFE, BSL teachers and other BSL training providers, awarding bodies, and funding providers.	We worked with Signature and NDCS to launch the BSL GCSE curriculum consultation. Members shared concerns about who will be teaching the BSL GCSE, and we made our position clear that we would like to see investment in the workforce to ensure BSL is taught by Deaf teachers as much as possible. We also expect all BSL GCSE teachers to have Level 6 BSL qualifications, which is equivalent to a degree. However, we recognise the lack of BSL teachers who hold Level 6 qualifications so we discussed a transitional period where BSL teachers with Level 4 BSL in 2025 will be able to teach BSL GCSE whilst studying for Level 6 and by 2030. Level 4 teachers will be upskilled so all BSL GCSE teachers will have Level 6 going forward.	We wrote to the Government to invest in Deaf workforce development to deliver BSL GCSE in schools across the Country.	Ongoing engagement with the BSL GCSE consortium. BSL GCSE curriculum consultation released.	Partnership established with ABSLTA to roll out Family Signs at Home across the UK. Ongoing engagement with the BSL GCSE consortium.
Protect				
3.1 Develop an Action Plan to maintain and increase the number of signers (with a particular focus on the families of Deaf children) and contribute to the creation of nationwide BSL curricula from the early years to advanced levels and support the implementation of BSL teaching	Work to commence in Year 2 although we attended the BSL Curriculum launch at Frank Barnes School and established relations with BATOD and other key stakeholders.			

British Deaf Association

Trustees' Annual Report for the year ended 31st March 2024

3.2 Set up a BDA Research Forum to work with universities, language experts and BSL teachers to document, describe and engage the world with our language.	Established a Research Forum with 11 Universities signed up. All university partners specialise in BSL and Deaf Studies.	Peer review of the Early Years position statement with research forum partners. Met in June 2023.	Research Forum meeting October 2023.	The BDA would like to thank our Research Forum partners for their peer review and contribution towards the Early Years position statement. It can be found here https://bda.org.uk/bsl-in-our-hands/
3.3 Create a persuasive PR campaign to generate greater public understanding of BSL, including the important differences between artificial communication systems such as Makaton and Signalong and the natural languages of the Deaf community such as BSL and ISL	Work is continuing to engage with the Makaton Charity and CEO gave a presentation at Queens University Belfast in May about the differences between BSL and Makaton.	Makaton Charity agreed to remove 'language' from their profile and reposition themselves.		Developed a joint statement following complaints from members about them promoting Makaton during Sign Language Week 2024. Although we didn't release it.
3.4 Create a persuasive PR campaign that promotes bilingualism against the threat of sign-deprivation advocated by organisations that seek to deliberately or inadvertently restrict deaf children's access to language, and making clear the lifelong implications of language deprivation on Deaf people's ability to thrive.	Members expressed the need to prioritise Early Years ahead of the other priority issues as highlighted in the 10-year strategic vision. Members say our lifelong issues arise from systemic barriers oppressing our language in early years resulting in so many deaf children arriving at school with language delays resulting in extra burden on schools to develop their language before they can access the curriculum.	The development of the BDA's Early Years position statement marks the starting point of our campaign.	Creative work began on the development of our Early Years campaign which we now know as 'BSL in Our Hands'.	Launched the BDA's manifesto ahead of the General Election. Launched the BSL in Our Hands campaign.
Strengthen				

4.1 Invest in our staff and infrastructure including BDA Youth	The BDA underwent an organisational restructure led by Change Management consultants, NineFeetTall. They analysed the BDA's pain points and developed a proposed restructure to ensure the organisation worked towards achieving the 10-year strategic vision.	BDA Youth has been re-established and members attended the WFDYS and EUDY general assembly representing the UK's Deaf youth.	The organisational restructure of the BDA is now complete with the following roles established: Head of Finance, Head of Communications & Fundraising, Head of Policy and Head of Community Services. We also recruited a dedicated Membership & Events Manager.	
4.2 Establish governance sub-committees such as BDA Youth and co-produce an Equality, Diversity and Inclusion (EDI) strategy with members to ensure we are more representative of the diverse Deaf communities in the UK	BDA Youth has been re-established with a new committee of young Deaf members. This has been an incredible achievement and we are really proud to see how they have come together. Four young people travelled to South Korea for the World Federation of the Deaf Youth Section (WFDYS) camp representing the UK. All four stayed on for the World Federation of the Deaf (WFD) Congress. In August, three BDA Youth members attended the European Union of the Deaf Youth (EUDY) camp in Portugal.	Members expressed the wish for the BDA to better represent its members. The Board agreed to establish an Equality, Diversity and Inclusion (EDI) committee group led by BDA's Trustee, Ahmed Mudawi, to develop the BDA's EDI strategy.	Launched the EDI strategy group recruitment drive. 15 members joined the group, and we had our first meeting on 5th December 2023. We co-designed the structure of the new Regional Member Forums concept during the AGM 2023 weekend in Ipswich after members wanted the 'branch' model back.	First EDI strategy group face to face meeting took place on 23rd March 2024. Kiran Allcock joined the BDA to the role of Membership & Events Manager. She will engage with members to take BSL forward.
4.3 Co-produce and establish regional members' forums and develop youth leadership to empower the wider BSL community to represent their views and shape our external strategy on promoting their language.				Your feedback from the AGM co-designing and co-producing the future of 'bringing our community together' through Regional Member Forums is being analysed and we will report back to members on proposed plans.

4.4 Build a sustainable income, reducing our reliance on legacies.	During the roundtable series in the spring of 2022, many members raised concerns about the BDA's financial stability and wanting to see the BDA thrive into the future as we push for policy reforms.	We commissioned a fundraising agency to analyse BDA's income over the past year and develop a 5-year fundraising plan.	The BDA joined the Remember A Charity Week initiative. BDA's CEO joined the Remember A Charity Council to advocate for better access to will writing services for BSL signers.	Partnered with Legacy Link to conduct the day-to-day administration of the BDA's legacy income.
4.5 Develop our international relations with parent organisations such as WFD and EUD		The BDA Vice Chair and CEO represented the UK at the EUD General Assembly in Stockholm. The BDA Chair and Vice Chair attended the WFD congress in South Korea in July 2023 as delegates representing the UK Deaf community. BDA's CEO also attended the congress. We are very proud of our Chair and Vice-Chair who were also international presidents at the WFD congress. BDA Youth represented the 18-30 group in South Korea and Portugal in the summer of 2023 in WFDYS and EUDY camps.	At the WFD congress, we were given a book on 'guidelines for advocating your national sign language rights'. It was an incredible resource and as a result the BDA repositioned itself as the 'National Representative organisation of BSL and ISL in the UK'.	We invited the President of EUD to the Parliamentary Reception on 18th March 2024 for the launch of BSL in Our Hands. Grateful thanks to Sofia Isari for joining us.



EDI Committee Group meeting 23 March 2024
– Rebecca Mansell, CEO, Samira Mohammed, Ahmed Mudawi, EDI Chair, Aisha Sadiq, Priyesh Patel, Hamza Shaikh, BDA Trustee



BSL in Our Hands Parliamentary Reception 18 March 2024 – Abigail Gorman, Vice Chair, Sofia Isari, EUD President, Rebecca Mansell, CEO, Robert Adam, Chair

Engaging with our members

Across the diverse Deaf communities in the UK, there is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change to dismantle the barriers that have restricted Deaf people’s lives for more than 130 years, ever since the BDA was established.

Over the next ten years, we will work with Deaf communities to build a grassroots social justice movement. We will set up regional member forums where Deaf people can learn about their shared history, receive training to fully understand their civil rights and feel empowered to become equality activists.

The strategy aims to bring back regional member forums, an updated version of the popular ‘branch’ model of BDA membership which was raised by so many members during the roundtable series. We will consult with members about the design of these forums as we prepare to implement an Action Plan. Together with our members across the country, we can co-produce plans for a national **#BSL2032** movement.

There was a suggestion that the regional member forums could be split into 12 regions across the UK. This could be achieved by working with regional Deaf clubs, communities, and BSL Alliance organisations.



1	Scotland
2	North East
3	North West
4	Yorkshire & the Humber
5	West Midlands
6	East Midlands
7	East of England
8	South West
9	South East
10	London
11	Wales
12	Northern Ireland

Funding

During the Ipswich AGM 2023 members expressed the need to bring back the Deaf community through a modernised 'Branch' system and how we can develop and support their community and work together to break down barriers we face every day.

As a result, the BDA secured funding from the Joseph Rowntree Charitable Trust to establish the North-East and South-East Regional Member Forums. This foundation believes in creating discussion to support change towards a better world.

Example

The local Deaf community in the North East are not happy with the interpreting service at their local hospital. They tell the hospital that an interpreter is needed for their appointment, but the interpreter hasn't turned up. They discover that that an interpreter hadn't been booked. This isn't an isolated incident, and the local Deaf community want to do something about it. The forum brings together the local NHS Trust, BSL Alliance member/s in the area and the local Deaf community to address this issue.

Keep an eye on social media if you would like to join the BDA and the Regional Members Forum.

International

European Union of the Deaf (EUD)

Delegates at the EUD General Assembly 2023 Sweden, Rebecca Mansell CEO and Abigail Gorman, Vice-Chair attended the 3-day General Assembly on 25 – 27 May 2023.

Important topics we took away included:

1. The rise and risk of AI on Sign Languages.
2. Co-creating with Deaf communities when it comes to producing AI.
3. The Social Scoreboard by mid-Dec on social issues affecting Deaf people.
4. The need to gather better data on population of Sign Language users, employment status, etc.
5. Eugenics, the history of how this ideology was used to try and wipe out the Deaf community and how this ideology exists today through oralism where BSL is not equitably offered.
6. Equality, Diversity and Inclusion – the importance of policies and to educate the Deaf community on all matters relating to intersectionality.
7. Domestic Abuse and Health & Wellbeing – Interesting presentations although we do have these services through SignHealth in the UK
8. General Assembly – the BDA's motion was passed.



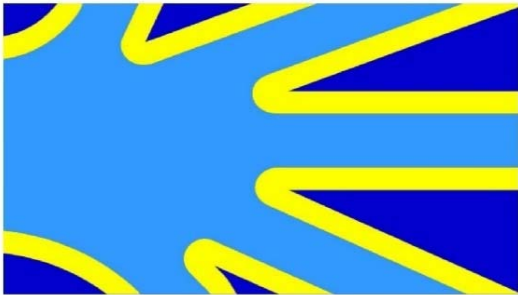
World Federation of the Deaf (WFD)

Delegates at the WFD General Assembly 2023 Jeju, South Korea: Dr Robert Adam, Chair and Abigail Gorman, Vice-Chair.

The World Federation of the Deaf (WFD) Congress and General Assembly took place in Jeju, South Korea. The Deaf Flag was officially adopted by the WFD, and the next World Congress will be held in the



UAE in 2027. The voting process was a challenging time for many member organisations of the WFD (and subsequently an extraordinary meeting was held online on 21 October 2023 to revisit this decision, and the UAE were confirmed as the next hosts).



We came away very inspired and proud to be part of an international network of National Deaf Associations and their Youth Sections, Stakeholders and the global Deaf community. Amazing plenaries, presentations and meetings, all led by Deaf experts in their fields. We all have one thing in common – our National Sign Languages.

We share the same passion for social action to end audism and oppression of our language, desire for policy reforms to respect our language as a fully-fledged language and calls for us to be listened to as the experts in our National Sign Languages. Also we were excited to get our hands on the WFD's toolkit which contains all the information we needed to apply Human Rights legislation and evidence to push for policy reforms that have prevented us from learning BSL, having access to BSL at school, having equitable access to BSL in our daily lives and so forth.

Our CEO, Rebecca Mansell, participated in a Deaf Leadership workshop and collaborated with Deaf leaders from around the world, all with the same aim to protect our sign languages. This course was kindly arranged by Deaf Connect (Australia) and Gallaudet University (USA).

We met the WFD President Dr Joseph Murray and Vice-President Kasper Bergmann on 12 July with members of the BDA Youth committee. We talked about our draft strategy and asked for their support of our plans.

In September 2023, International Week of Deaf People (IWDP) and International Day of Sign Languages (IDSL) was launched with a series of social media activity and the Minister of Disabled People, Tom Pursglove, signed a message addressing the community. Rebecca was interviewed on BBC Radio and on a podcast about IWDP.



European Union of the Deaf Youth (EUDY) Camp and Youth General Assembly, Portugal

EUDY Youth Camp in Portugal + Youth General Assembly - Erin McCluskey and Sayfullah Ismail attended this Youth Camp as participants.

The theme of this camp was climate change. Erin and Sayfullah learnt from three presentations about: the impacts of environmental health, sustainability and green lifestyle.

- One fact from the environmental health presentation - underdeveloped countries uses lakes to obtain water to drink, to wash their clothes, to wash their hands and to wash their fresh produces, but these lakes are also used by people to do their toilet too - therefore



there is bad bacteria from the excreted matter being consumed due to the lack of access to different usages of water. This can have a detrimental impact on the health of the country. This presentation makes the participants realise how privileged the United Kingdom is to have access to clean and safe-to-drink water and that we should do our part in supporting other countries that aren't on the same development level as the United Kingdom (among other developed countries) by making sure they have the access to readily available clean and safe-to-drink water.

- One fact from the sustainability presentation that had a huge impact on the participants was that in the fast fashion, one t-shirt uses 6,000 litres of water in the production. The participants realise the ethics of using fast fashion clothes can have a detrimental impact on the environment.
- One fact from the green lifestyle presentation makes the participants realise how important the connection to nature is for positive mental health and wellbeing and that we should start reducing our usage of technology and to be outside often instead, to build our connection and practise reflection and gratitude.
- Erin posted all the days of EUDY's Youth Camp on Instagram and Facebook stories.
- Erin also created a video with Tamie – from Doof & Yong Vlaanderen (Belgian Deaf Youth Association) regarding what they both learnt from the sustainability workshop they did. BDA Youth recognises the importance of co-working with other Deaf Youth Associations as we all have the same, if not, similar mission for the Deaf youth communities, not only in Europe but globally and that is to increase the visibility of Deaf youth community and to develop & strengthen the Deaf youth communities.
- Anna and Erin produced summary videos of the General Assembly of EUDY's and posted on Facebook + Instagram.
- Erin represented the UK youth deaf community as delegate.

World Federation of the Deaf Youth Section (WFDYS) Camp + Youth General Assembly, South Korea

Anna Muir-Weissbrodt (England), Erin McCluskey (Scotland), Samuel Perkins (England) and Sarah Hill (Northern Ireland) all went to the WFDYS Youth Camp in South Korea as well as the WFD Congress.

They learnt a variety of subjects such as Ageism, Adulthood, Deaf within Social Media, and Deaf Space Design and have plans to include those topics and the information learnt within those presentations and the discussions had at WFDYS camp to educate the Deaf Youth community in the United Kingdom and to create the environment to have discussions about the issues/barriers encountered here in the UK and how we can resolve/overcome those issues/barriers.



Several participants commented that attending the WFDYS camp made them feel more confident, assertive and resilient.

Have a look at Sarah's video about what impacted her from WFDYS Youth camp and what she learnt:

https://youtu.be/ncmSV_I0CNc?si=DADSzyZfOJ-SzDuj

They spoke of recognising the gaps and 'privileges' within the Deaf community here in the United Kingdom after learning what other countries are like with their deaf community and the 'norms' of access and the Sign Language Act.

They also realised the importance of uniting the Deaf youth community and to have the open minded and non-judgemental discussions about a wide variety of topics that has an impact on their generation, such as climate change, Sign Language Acts as well as the topics that may be considered as taboo such as mental health, sex/reproductive rights/sexual health, relationships, politics etc and what they can do going forward to ensure a better future for all current Deaf young people and future Deaf young people.

Anna Muir-Weissbrodt attended WFDYS' Youth General Assembly as the UK's representative delegate.

Presentations about BDAYouth & WFDYS/EUDY by Samuel Perkin, one of the BDAYouth Committee's members.

Healthy Deaf Minds in London	September 2023	Present about BDA Youth and WFDYS.
Cardiff Deaf Youth Club	September 2023	Present about BDA Youth, WFDYS and EUDY.
Northern Ireland Deaf Youth Club	Nov 2023	Present about BDA Youth, WFDYS and EUDY.

The Board would like to thank BDA Youth for all their hard work and contribution over the year.

Financial review

The financial year continued to provide both the BDA and charities in general challenges in raising income, however in the financial year 2023-24 total income increased by £1,006,485 from 2023-23 to £2,538,437.

Legacies remain an unpredictable income source which should not be relied upon. In this financial year there was an increase of £924,140 in legacies receivable resulting in an overall increase of 273% of total legacies from the previous year to £1,457,726. Included within Legacy Income this year is £626,000 which is a restricted legacy which can only be utilised in Scotland.

The surplus for the year 2023-24 of £1,126,477 which is significantly higher than the previous year (2022-23 surplus £436,758). As a result, general funds increased by £485,263 to £1,789,270 which represents 13.4 months of the annual expenditure budget for 2023-24.

Income

Total income increased by 65.7% from £1,531,962 to £2,538,437.

Legacy income totalled £1,457,726 in 2023-24 (2022-23: £533,586) representing 57.4% of total income (34.8% in 2022-23).

Expenditure

During 2023-24, 89.2p of every £1 of total expenditure was spent on direct costs towards empowering Deaf people (2022-23: 93.1p of every £1). The remaining 10.8p in every £1 (2022-23: 6.9p) went towards other costs such as fundraising, organisational governance and our European and international work.

Expenditure increased during the year by £316,766 to £1,411,960 (2022-23 total: £1,095,194)

The breakdown of the expenditure on charitable activities as a proportion of total charitable activities costs are as follows.

Charitable Activity	% of charitable activity costs 2024	% of charitable activity costs 2023
Deaf Access and Inclusion projects	33.7%	23.8%

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Deaf Community Advocacy projects	21.4%	25.2%
BSL Media and Deaf Community Development projects	19.9%	25.2%
Deaf Children, Youth and Families projects	11.8%	12.0%
Sign Language and Training projects	5.2%	6.9%
Policy and Campaigns	8.0%	6.9%

Funds

Total funds were £3,293,620 (2022-23: £2,167,143) of which £1,489,743 related to general funds (2022-23: £1,001,250) and £299,527 (2022-23 £302,757) relates to the Pension Reserve. In addition, £121,203 has been set aside for organisational and Deaf Community development by way of designated funds (2022-23: £199,693).

Regarding our Pension liability debt, the new plan requires the charity to make deficit reduction payments of £39,081 to 31 December 2024 and, to pay scheme administration expenses of £55,944 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The Board has maintained its policy of covering the total cost of these repayments from unrestricted funds thereby providing reassurance to funders that project grants will not be used to service the Pension Debt contributions. In the 2023-24 accounts, the BDA has a Pension Fund Reserve of £299,527, compared to £302,757 (2022-23).

There are a number of restricted funds that have supported specific BDA activities over the past year. (See note 14.) Total restricted funds have increased by £719,704 to £1,383,147 (2021-22 total: £663,443).

Plans for using the BDA reserves over the next 3 years

In summary, the financial statements for 2023-24 show a surplus of £1,126,477 (2022-23: £436,758).

Our general funds have increased from £1,001,250 in 2022-23 to £1,489,743 in 2023-24.

Income and existing project grants have been designated for, and will continue to underpin, key areas of work such as Deaf Community Advocacy, Deaf Access and Inclusion, Deaf Children and their Families, and the increased use and visibility of sign language presentations and videos through our social media platforms.

Therefore, our reserves at 31st March 2024 are:

Reserves	2023-24	2021-23
Current Project Grants	£1,067,328	£222,115
Legacies/ADAs Funds	£315,819	£441,328
Total Restricted Funds	£1,383,147	£663,443
Designated: Development Fund	£121,203	£199,693
Designated: Pension Deficit Fund	£299,527	£302,757
General Funds	£1,489,743	£1,001,250
Total Unrestricted Funds	£1,910,473	£1,503,700

The BDA will continue to monitor its reserves carefully. In 2024, we continued to prioritise securing project funding for Deaf community projects – particularly given the need to provide additional support through visual language communication mediums in our first language, BSL.

The current reserves policy as agreed by the Trustees is a minimum of 50% of annual expenditure or 6 months running costs in the current financial year to preserve the BDA's cash flow and to meet any unexpected contingencies. Based on the 2023-24 budget, a 50% target would require a reserve of £810,000 in unrestricted general funds. The present level of free reserves (excluding the pension reserve and fixed

assets) of £1,479,745 (2022-23: £995,856) now available to the charity is a significant increase on the previous year's figures and is in excess of the 50% target level.

In addition, to the free reserves £299,527 has been set aside to meet our future Pension Liability obligations to 2025.

Grateful thanks to the following funders for their support of our work

BSL Poet Laureate sponsors:

DeafZone

Trusts & Foundations:

Grateful thanks to the following funders and their generous support of our work:

- John Ellerman
- Joseph Rowntree Charitable Trust
- Scope
- deafPLUS
- City Bridge Foundation
- City Bridge (Propel)
- Masonic Charitable Foundation
- National Lottery Community Fund Wales
- Democratic Engagement Grant – Welsh Government
- Care and Repair
- Inspiring Scotland
- National Lottery Community Fund – Scotland
- Robertson Trust
- Access and Inclusion – Scottish Government
- Age Scotland
- Impact Funding Partners
- Northern Ireland Health & Social Care Board
- Promotion of ISL – Department of Communities
- Family Signing at Home – Departments of Communities
- Dorothy Hay-Bolton Charitable Trust

Our special thanks to our corporate sponsors towards the BDA's AGM held on 11th November 2023 in Ipswich: **Culver Law** and **Interpreting Matters**.



Thanks also to Ashley Kendall for delivering a workshop in the afternoon with members about the concept of our Regional Member Forums.



And, also to those who made generous donations and remembered the British Deaf Association in their Wills.

Structure, Governance and Management

The Trustees, who are also directors of the charitable company for the purposes of the Companies Act 2006, present their report and accounts for the year ended 31st March 2024.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, applicable law, and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2019.

The British Deaf Association is constituted as a company limited by guarantee and is registered for charitable purposes with the Charity Commission and also with the Office of the Scottish Charity Regulator (OSCR). The charity's governing document is the Memorandum and Articles of Association. The charity's full name is 'The British Deaf Association' (referred to herein as 'the BDA').

The governing body of the charity, the Board of Trustees, is responsible for the administration of the BDA.

The BDA is incorporated in England and Wales and is governed by a Board of Trustees, listed on page 1, who are elected every three years by members. The Trustees are provided with key information on appointment such as Trustee Handbook and Charity Commission booklet CC3. They are also required to attend a full Trustee Induction Away Day or Weekend.

Management is delegated to the CEO, who works with a team of managers, and who are responsible for delivering the full range of the BDA's activities. The Board and CEO meet and agree the Charity's strategic intentions.

The report resultant of these discussions is a reference point for all projects and developments.

The Board determines the remuneration of the CEO on an annual basis and in doing so, they benchmark salaries across comparable salaries with similar sized organisations within the sector, consider the external environment and also the current financial position of charity itself.

Public benefit statement

The Trustees confirm that they have referred to the guidance contained in section 17 of the Charities Act 2011 on public benefit when reviewing the Charity's objectives and activities and in planning future activities. Our overview and achievements section from page 4 to 9 reflects the scope of our activities.

Statement of Trustees responsibilities

The Trustees (who are also directors of British Deaf Association for the purposes of Company Law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under Company Law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure the financial statements comply with the Companies Act 2006 Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and,
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Price Bailey LLP were appointed auditors to the company in accordance with section 485 of the Companies Act 2006.

Fundraising

During the year 2023 – 2024, we recruited a Head of Communications & Fundraising to lead the delivery of the BDA's 5-year Fundraising Plan produced by Aldridge, Astaria & Ward Consultants building on and leveraging relationships with the community and those who are engaged with it. Staff employed by the BDA

We made significant progress during 2023 – 2024 with the migration of our marketing and fundraising data to the new CRM. We completed the development and integration of Beacon forms on BDA's website e.g. donor forms, member forms, sign language week sign ups etc.

We are members of the Fundraising Regulator and the Chartered Institute of Fundraising. We are conscious of the need to take care when interacting with individuals who are, or may be, vulnerable and we require all staff we work with to follow our Ethical Fundraising policy and Business Gift policy.

We were made aware of a potential incident of fraud relating to fundraising in Northern Ireland which was reported to the Police Service Northern Ireland.

Find out how to leave a gift in your will at bda.org.uk

We joined the Remember A Charity scheme again during 2023-24, calling on our members and supporters to remember the BDA in their Will to enable us to preserve BSL for future generations.

WILEY-LISSARD & SONS
100 YEARS OF
FINE BOOKS & PAPERS

BDA
 BUILDING DIVERSITY AND
 AFFIRMITY
 Celebrating the 100th Year 2000



John Ellerman (£80,000 over 2 years secured in March 2023) to fund the next stage in our mission to protect, preserve and promote BSL/ISL, to support and monitor the BSL Act's implementation in policy and practice, and to push for an equal deal for Deaf people across the UK.

City Bridge (Propel) (£49,900 over 12 months awarded April 2023) to explore the systemic issues faced by the Deaf community in London.

City Bridge Foundation (£96,290 over two years (£57,215 and £39,075) awarded in July 2023) to establish a Deaf-led campaign workforce in London focused on both long-term systemic change and immediate practical improvements. The initiative will include a London Members Forum, a Campaign Action Plan, training workshops, and ensuring Deaf individuals hold decision-making roles within London.

Masonic Charitable Foundation (£53,725.00 for 1 year awarded September 2023) to provide *Family Signing at Home*, early years BSL support for 0–5-year-olds and their families, including 1:1 home visits and group sessions.

Joseph Roundtree (£111,648 for 2 years awarded February 2024) for a project that will pilot focused local action by forming two Regional Member Forums based in England's South-East and North-East regions.

Legacies

We are so grateful to report that our Legacy (unrestricted) income grew by 273% compared to last year, from £533,586 to £1,457,726

As you may be aware, there has been a huge backlog at the Probate Registry over the last few years which has negatively impacted charity legacy income across the sector. There had been some evidence that the backlog is coming down, and the latest data from HM Courts and Tribunals Service suggests that it has declined further as of April 2024, down to 49,000 from a high of over 75,000 in August 2023. At the peak, it was estimated that £650m-£700m of charity legacy income was tied up in the backlog. It does however appear that there are still delays in the estate administration process post-probate, possibly caused by the large influx of completed cases, meaning charities are likely not yet seeing the full impact.

BDA received 26 legacy notifications in 23/24, and when factoring these in with legacies still active from previous financial years, the estimated value associated with all legacies, still outstanding as at the end of 31st March 2024 was £1,562,217. £316,715 of the cash income associated with these legacies had been received after the end of the financial year to date, so we can be optimistic that there will be a large influx of cash in the remaining months of 24/25 (or early 25/26 if things don't move as quickly as hoped). There also has been a very promising start to 24/25 with some high value notifications already received further boosting the legacy pipeline.

Thank you for your support.

Principal risks and uncertainties

The principal risks faced by the charity are the unpredictable legacy income, the need to sustain contributions to the Pension Trust, fall in donations, and pressure on funders due to the cost-of-living crisis and the aftermath of the Covid-19 pandemic which, in turn, have created challenges for the charity to secure funds.

We have a risk register that is reviewed and updated annually. In addition, the charity has a Business Continuity Plan that covers how the BDA identifies key activities, evaluates risks, and considers and plans for Business Continuity in the event of an unplanned/emergency event which affects our ability to function normally.

Taking BSL Forward: British Deaf Association's 10-Year Strategic Vision 2022-2032

Members overwhelmingly called on the BDA to work with the UK Government to introduce bold new measures over the next decade that will make progress towards equal civil rights for Deaf people in the United Kingdom. The top priority must be for Deaf children and their families to have access to fluent BSL language models from birth and throughout the education system, setting them up to become equal and valued members of society.

Building on the groundbreaking BSL Act (Scotland) in 2015, our language, BSL, now has official status across the whole of Great Britain with the BSL Act (2022). Legislation is finally in place that recognises BSL and commits the Government to actively promote and facilitate its use.

The hard work now begins to build the **#BSL2032** movement. We need to deliver our vision for a world in which Deaf people no longer struggle, but instead positively thrive from birth to old age, playing a full part in British society, and British Sign Language is promoted, protected and preserved for future generations.

The 10-year Strategic Vision takes as its starting point the date at which the BSL Act, which recognised British Sign Language as a language of Great Britain in law for the very first time, received Royal Assent: 28 April 2022. That date will now be celebrated annually as National BSL Day.

You can view our bilingual Strategic Vision publication below. Please navigate using the arrow keys at the bottom of the page. You can also view this publication in full screen by clicking the icon at the bottom-right.

<https://bda.org.uk/strategic-vision/>

Small Company Exemptions

The report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

On behalf of the Board of Trustees



Dr Robert Adam

Robert Adam (Fri, 18th Oct 2024 12:07:46
BST)

Chair:
Dr Robert Adam

Date: 18 Oct 2024
.....

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2024

Opinion

We have audited the financial statements of British Deaf Association (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities (including income & expenditure account), the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' (who are also the directors of the company for company law purposes) use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2024

inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2024

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates and considered the risk of the charitable company not complying with the relevant laws and regulations including fraud; in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting and tax legislation. In relation to the operations of the charitable company this included compliance with Companies Act 2006, Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- Review of legal fees incurred;
- Reviewing minutes of Trustee Board meetings;
- Agreeing the financial statement disclosures to underlying supporting documentation;
- Enquiring of management, including those charged with governance;
- Reviewing key accounting policies and estimates

To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or

British Deaf Association

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2024

assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Cooper-Davis FCCA ACA (Senior Statutory Auditor)

For and on behalf of:

Price Bailey LLP

Chartered Accountants

Statutory Auditors

24 Old Bond Street

London

W1S 4AP

Date: 18.10.2024

British Deaf Association

Statement of Financial Activities (incorporating an income and expenditure account) For the year ended 31 March 2024

		General Funds	Designate d Funds	Unrestricted Funds	Restricted Funds	2024 Total	2023 Total
	Notes	£	£	£	£	£	£
<u>Income</u>							
Donations and legacies	2	885,911	-	885,911	626,000	1,511,911	653,659
Other trading activities		18,830	-	18,830	-	18,830	42,128
Investment income		10,291	-	10,291	-	10,291	1,764
		915,032	-	915,032	626,000	1,541,032	697,551
Income from charitable activities	3	80,178	-	80,178	917,227	997,405	834,401
Total income		995,210	-	995,210	1,543,227	2,538,437	1,531,952
<u>Expenditure</u>							
Raising funds							
Fundraising costs		111,236	-	111,236	-	111,236	39,779
Charitable activities							
Costs of charitable activities		398,711	78,490	477,201	823,523	1,300,724	1,055,415
Total expenditure	4	509,947	78,490	588,437	823,523	1,411,960	1,095,194
Net income		485,263	(78,490)	406,773	719,704	1,126,477	436,758
Transfers between funds	15	-	-	-	-	-	-
Net movement in funds		485,263	(78,490)	406,773	719,704	1,126,477	436,758
Funds at 31 March 2023		1,304,007	199,693	1,503,700	663,443	2,167,143	1,730,385
Funds at 31 March 2024		1,789,270	121,203	1,910,473	1,383,147	3,293,620	2,167,143

All movements derive from continuous activities during the above financial year. The notes on pages 60 to 75 form part of these financial statements.

British Deaf Association

Balance Sheet

As at 31 March 2024

	Notes	£	2024 £	2023 £
Fixed assets				
Tangible fixed assets	9		9,998	5,394
Current assets				
Debtors	10	1,688,813		789,468
Cash at bank and in hand		1,988,324		1,676,538
		<u>3,677,137</u>		<u>2,466,006</u>
Creditors: amounts falling due within one year	11	<u>(393,515)</u>		<u>(268,407)</u>
Net current assets			3,283,622	2,197,599
Creditors: amounts falling due after one year	12		-	(35,850)
Total assets less current liabilities			<u>3,293,620</u>	<u>2,167,143</u>
Funds				
Restricted funds	14		1,383,147	663,443
Unrestricted funds				
Designated funds	15	121,203		199,693
General Funds		1,489,743		1,001,250
Pension Reserve	15	299,527		302,757
Total funds			<u>3,293,620</u>	<u>2,167,143</u>

The financial statements have been prepared in accordance with special provisions applicable to companies subject to the small companies' regime.

Approved by the Board of Trustees on 30th September 2024 and signed on its behalf by:



18 Oct 2024

Robert Adam (Fri, 18th Oct 2024 12:07:46 BST)

Dr Robert Adam (Chair)

Company Registration No. 2881497

The notes on pages 60 to 75 form part of these financial statements.

British Deaf Association

Statement of Cash Flows

For the year ended 31 March 2024

	Notes	2024 £	2023 £
Cash flow from operating activities			
Net cash provided by operating activities	A	321,222	424,170
Cash flow from investing activities			
Purchase of tangible fixed assets	9	(9,436)	(6,230)
Net cash used by investing activities		-	-
Change in cash and cash equivalents in the year		311,786	417,940
Cash and cash equivalents at 1 April 2023		1,676,538	1,258,598
Cash and cash equivalents at 31 March 2024		1,988,324	1,676,538

Notes to the cash flow statement for the year 31 March 2024

A – Reconciliation of net movement in funds to net cash flows from operating activities

	2024 £	2023 £
Net movements in the funds for the year	1,126,477	436,758
Depreciation charge	4,832	2,484
(Increase) in debtors	(899,345)	(55,662)
Increase in creditors	89,258	40,590
Net cash provided by operating activities	321,222	424,170

B – Analysis of cash and cash equivalents

Cash at bank and in hand	1,988,324	1,258,598

The notes on pages 60 to 75 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 March 2024

1 Accounting policies

1.1 Basis of preparation

The financial statements have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" effective from 1 January 2019. The charity is a public benefit entity as defined by FRS 102.

The charity had a dormant subsidiary company, Big D Company Limited, whose registered office was St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. The company has been dormant for many years and the trustees decided to close the company and it was subsequently dissolved on 24 January 2023. The charity has not prepared consolidated accounts as inclusion of the results of its subsidiary undertaking, Big D Company Limited, as it would not be material to the consolidated financial statements.

1.2 Going concern

The Trustees of the charity have considered their obligations to prepare these financial statements on an appropriate basis, having specific regard to the charity's unrestricted funds at 31 March 2024, which includes its closed multi-employer defined benefit pension scheme that was previously available to participating staff. The charity's funding commitment to the pension scheme remains long term, however at the 31 March 2024 the pension scheme reserves are in surplus. Therefore overall, unrestricted funds are considered adequate to meet all working capital needs for the foreseeable future.

The Trustees have agreed to make a number of investments to ensure the charity increases its income over the medium to long term, as well as having the infrastructure to support the charity's growth. Going concern is dependent on future income continuing at an acceptable level and the Trustees are confident that this remains achievable.

Therefore, at the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing these financial statements.

1.3 Critical accounting estimates and judgements

To be able to prepare financial statements in accordance with FRS 102, the charity must make certain estimates and judgements that have an impact on the policies and the amount reported in the annual accounts. The estimates and judgements are based on historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made. The items in the accounts where these judgements have been made include;

- Estimating the liability of the multi-employer pension scheme.

1.4 Income

Income for both restricted and unrestricted funds are recognised in full in the Statement of financial activities in the year in which they are receivable. Voluntary income is received by way of legacies and donations and is included in full in the Statement of financial activities when receivable. Volunteer time is not included in the financial statements.

Legacies are recognised at the earlier of actual receipt or on receipt of Estate accounts which confirm the BDA's entitlement to receive the funds, the probability of receipt and provide an accurate measure of the legacy. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Recognition is not taken for legacies subject to a life interest as they do not meet the SORP's recognition criteria.

Notes to the Financial Statements

For the year ended 31 March 2024

Investment income is recognised on a receivable basis. All grants (including from government) are accounted for when the charity has entitlement to the funds, and performance related conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

1.5 Expenditure

The costs of raising funds relate to the costs incurred by the charitable company in raising funds for its charitable work. Governance costs are primarily associated with constitutional and statutory requirements. Expenditure is recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered. Resources expended are allocated to the activity where the cost relates directly to that activity. Other costs represent the cost of charitable activities that cannot be directly attributed (Directors, Administration, Finance, Human Resources and Information Technology) but which are incurred to deliver our services are apportioned across other activities on the basis of their use of those resources.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life using the straight-line method. The depreciation rates in use are as follows:

Computer equipment	2 years
Fixtures, fittings & equipment	2 years

1.7 Leasing and hire purchase commitments

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of financial activities in the year in which they fall due.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 Pensions

The charitable company participates in a multi-employer pension scheme, the Pension Trust's Growth Plan. The assets of the Scheme are held in an independently administrated fund. (see note 14). In accordance with FRS 102 section 28, the SOFA includes;

- The cost of benefits accruing during the year in respect of current and past service (charged against net income).
- The increase in the present value of the scheme's liabilities arising from the passage of time (also charged against net income:

The charity also has a defined contribution pension scheme for existing staff. The amount charged in the Statement of financial activities in respect of the defined contribution pension scheme is the contributions payable in the year. All allocations (income or expenditure) arising from the pension schemes are charged to unrestricted funds.

1.10 Accumulated funds

Unrestricted funds are donations and other income receivable or generated for the objects of the charity.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of support costs. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Notes to the Financial Statements

For the year ended 31 March 2024

1.11 Constitution, address and legal status

The British Deaf Association is a private company limited by guarantee incorporated in England and Wales (company registration number 2881497), and also a registered charity (charity registration number 1031687, England and Wales, SCO42409, Scotland). The registered office is, St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. The charitable company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to 25 pence.

1.12 Functional currency

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.13 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Fixed assets are recorded at depreciated historical cost and all other assets and liabilities are recorded at cost which is their fair value.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

2 Donation and Legacies

	Unrestricted funds	Designated funds	Restricted funds	Total 2024
	£	£	£	£
Donations and gifts	54,185	-	-	54,185
Legacies receivable	831,726	-	620,000	1,457,726
Total	885,911	-	626,000	1,511,911

	Unrestricted funds	Designated funds	Restricted funds	Total 2023
	£	£	£	£
Donations and gifts	119,348	-	725	120,073
Legacies receivable	533,586	-	-	533,586
Total	652,934	-	725	653,659

3 Charitable Activities

	Unrestricted funds	Designated funds	Restricted funds	Total 2024
	£	£	£	£
Sign Language Projects	-	-	-	-
Deaf Children, Youth and Families Projects	-	-	-	-
Deaf Community Advocacy Projects	-	-	-	-
Deaf Community Development	-	-	833,717	833,717
Deaf Access and Inclusion Projects	-	-	83,510	83,510
Others	80,178	-	-	80,178
Total	80,178	-	917,227	997,405

	Unrestricted funds	Designated funds	Restricted funds	Total 2023
	£	£	£	£
Sign Language Projects	-	-	3,325	3,325
Deaf Children, Youth and Families Projects	-	-	84,855	84,855
Deaf Community Advocacy Projects	-	-	259,114	259,114
Deaf Community Development	-	-	54,705	54,705
Deaf Access and Inclusion Projects	-	-	299,028	299,028
Others	133,374	-	-	133,374
Total	133,374	-	701,027	834,401

Included within income from charitable activities are government grants received amounted to £327,818 (2023: £375,939). There were no unfulfilled conditions or other contingencies attaching to these grants (2023: none).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

4 Expenditure

	Unrestricted funds	Designated funds	Restricted funds	Total 2024
	£	£	£	£
Costs of raising funds	111,236	-	-	111,236
Charitable expenditure	395,481	78,490	823,523	1,297,494
Other – pension scheme costs	3,230	-	-	3,230
Total	509,947	78,490	823,523	1,411,960

	Unrestricted funds	Designated funds	Restricted funds	Total 2023
	£	£	£	£
Costs of raising funds	39,779	-	-	39,779
Charitable expenditure	389,160	-	666,012	1,055,172
Other – pension scheme costs	243	-	-	243
Total	429,182	-	666,012	1,095,194

	Staff costs	Depreciation	Other costs	Total 2024
	£	£	£	£
Costs of raising funds	86,095	-	25,141	111,236
Charitable activities:				
Direct costs	718,923	-	179,443	898,366
Support costs	61,779	4,832	294,290	360,901
Governance costs	1,340	-	36,887	38,227
	782,042	4,832	510,620	1,297,494
Other expenditure:				
Pension finance charges	3,201	-	-	3,201
Remeasurements of scheme valuation	29	-	-	29
Pension scheme administration expenses	-	-	-	-
Total	871,367	4,832	535,761	1,411,960

	Staff costs	Depreciation	Other costs	Total 2023
	£	£	£	£
Costs of generating funds	21,587	-	18,192	39,779
Charitable activities:				
Direct costs	515,477	-	163,277	678,754
Support costs	40,463	2,484	298,984	341,931
Governance costs	1,998	-	32,489	34,487
	557,938	2,484	494,750	1,055,172
Other expenditure:				
Pension finance charges	2,478	-	-	2,478
Remeasurements of scheme valuation	(2,235)	-	-	(2,235)
Pension scheme administration expenses	-	-	-	-
Total	579,768	2,484	512,942	1,095,194

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

Analysis of charitable expenditure (excluding governance costs)	Direct		Indirect		Total 2024
	Staff costs	Other costs	Staff costs	Other costs	
	£	£	£	£	
Sign Language Projects	7,077	3,592	9,254	16,772	36,695
Deaf Children, Youth and Families	72,093	40,472	9,084	26,799	148,448
Deaf Community Advocacy Projects	164,479	71,822	(271)	33,021	269,051
Deaf Community Development	42,831	6,265	(271)	14,222	63,047
Policy and Campaigns	48,623	3,271	18,779	29,777	100,450
Deaf Access and Inclusion	264,775	90,269	6,011	63,818	424,873
Publication, Membership & Communications	1,142	1,178	10,278	39,775	52,373
Deaf Training Projects	4,914	(35)	2,904	21,076	28,859
BSL Media, Access to Work and Others	112,989	(37,395)	6,011	53,866	135,471
Total	718,923	179,439	61,779	299,126	1,259,267

	Staff costs	Other costs	Staff costs	Other costs	Total 2023
	£	£	£	£	£
Sign Language Projects	-	170	7,717	12,839	20,726
Deaf Children, Youth and Families	65,712	19,422	4,589	33,082	122,805
Deaf Community Advocacy Projects	151,589	78,254	(1,669)	28,561	256,735
Deaf Community Development	60,939	463	(1,669)	19,294	79,027
Policy and Campaigns	25,721	10,146	17,104	17,700	70,671
Deaf Access and Inclusion	133,919	51,682	4,171	53,252	243,024
Publication, Membership & Communications	(40)	8,594	4,589	57,001	70,144
Deaf Training Projects	29,594	182	1,460	18,764	50,000
BSL Media, Governance, Access to Work and Others	48,043	(5,636)	4,171	60,975	107,553
Total	515,477	163,277	40,463	301,468	1,020,685

Analysis of support costs	2024	2023
	£	£
Premises and related costs	52,482	85,620
Travel and accommodation	61,830	37,373
Office costs	87,303	76,200
Governance costs	38,227	34,487
Consultancy	83,516	101,925
Other costs	212,403	177,337
	535,761	512,942

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

5	Costs of generating donations and legacies	2024 (£)	2023 (£)
	<i>Other costs comprise:</i>		
	Costs of generating donations and legacies	25,141	18,192
		25,141	18,192

6	Governance costs	2024 (£)	2023 (£)
	<i>Other governance costs comprise of:</i>		
	Audit fees	12,597	13,857
	Legal and professional fees	8,907	-
	Trustees' costs (including staff costs)	16,723	20,630
		38,227	34,487

Included within Trustees' costs is £3,775 (2023: £5,222) paid to 6 (2023: 5) Trustees, with respect to reimbursement of travel, hotel and subsistence expenses relating to the business of the charity. None of the Trustees (or any persons connected with them) received any remuneration during the year (2023: £Nil).

7	Employees	2024	2023
	<i>The average head count of employees during the year was:</i>		
	Deaf Community Advocacy	4	5
	Deaf Community Development	7	10
	Deaf Access and Inclusion	-	-
	Deaf Children, Youth and Families	1	2
	BSL and Deaf Films Development	-	-
	BDN / BSL Media and Communications	3	3
	Policy and Campaigns	2	1
	Support Staff	5	3
	Secondment	1	1
		23	25

8	Employment costs	2024 (£)	2023 (£)
	Wages and salaries	643,775	471,720
	Social security costs	60,341	37,096
	Redundancy costs	-	-
	Other pension costs	19,096	15,192
	Sub total	723,212	524,008
	Other staff related costs	144,925	55,517
	FRS 102 Valuation movement on defined benefit scheme	3,230	243
	Total	871,367	579,768

There was 1 employee whose annual emoluments were £60,000 or more (2023 – Nil). The key management and personnel of the charity was the Chief Executive and the Head of Finance. Total remuneration with respect to key management and personnel amounted to £103,006 (2023: £57,303).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

9	Tangible fixed assets	Computer equipment £	Fixtures, fittings & equipment £	Total £
	Costs			
	At 1 April 2023	92,210	12,710	104,920
	Additions	9,436	-	9,436
	Disposals	(59,480)	(10,210)	(69,690)
	At 31 March 2024	42,166	2,500	44,666
	Depreciation			
	At 1 April 2023	86,816	12,710	99,526
	Disposals	(59,480)	(10,210)	(69,690)
	Charge for the year	4,832	-	4,832
	At 31 March 2024	32,168	2,500	34,668
	Net book value			
	At 31 March 2024	9,998	-	9,998
	At 31 March 2023	5,394	-	5,394

10	Debtors	2024 £	2023 £
	Trade debtors	80,407	72,160
	Other debtors	1,562,218	669,033
	Prepayments and accrued income	46,188	48,275
		1,688,813	789,468

11	Creditors: amounts falling due within one year	2024 £	2023 £
	Trade creditors	102,756	80,342
	Taxation and social security costs	5,751	607
	Deficit repayment plan on multi-employer pension scheme	39,081	47,811
	Accruals and deferred income (see below)	245,927	139,647
		393,515	268,407

Included within creditors: amounts falling due within one year are the following movements in deferred income;

	2024 £	2023 £
Deferred income brought forward	124,397	24,654
Income deferred in the year	204,872	124,397
Deferred income released from prior year	(124,397)	(24,654)
Deferred income carried forward	204,872	124,397

Deferred income is disclosed in the financial to show to what extent income has been received recognised as income in a future accounting period. Income deferred relates to grants received but which relate to a future period.

Notes to the Financial Statements

For the year ended 31 March 2024

12 Creditors: amounts falling due after one year	2024	2023
	£	£
Deficit repayment plan on multi-employer pension scheme	-	35,850

13 Pension and other post-retirement benefit commitments

The company participates in a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025	£3,312,000 per annum ¹	Payable monthly

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present Values of Provision

	31 March 2024 (£000s)	31 March 2023 (£000s)	31 March 2022 (£000s)
Present value of provision	39	84	131

¹ This is the amount collectively requested from the 950 companies that are members of the pension scheme. The contribution from the BDA is lower and is given on page 72 of the Annual Report.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

Reconciliation of Opening and Closing Positions

	Year Ending 31 March 2024 (£000s)	Year Ending 31 March 2023 (£000s)
Provision at start of period	84	131
Unwinding of the discount factor (interest expense)	3	2
Deficit contribution paid	(48)	(47)
Remeasurements – impact of any change in assumptions	-	(2)
Remeasurements – amendments to the contribution schedule	-	-
Provision at end of period	39	84

Income and Expenditure Impact

	Year Ending 31 March 2024 (£000s)	Year Ending 31 March 2023 (£000s)
Interest expense	3	2
Remeasurements – impact of any change in assumptions	-	(2)
Remeasurements – amendments to the contribution schedule	-	-
Scheme administration expenses	(55)	(53)
Total	(58)	(53)

Assumptions

	31 March 2024 % per annum	31 March 2023 % per annum	31 March 2022 % per annum
Rate of discount	5.31	5.52	2.35

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions. The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit Contribution Schedule

Year Ending	31 March 2024 (£000s)	31 March 2023 (£000s)	31 March 2022 (£000s)
Year 1	39	48	48
Year 2	-	40	48
Year 3	-	-	40
Year 4	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises. It is these contributions that have been used to derive the company's balance sheet liability.

The company also operates a defined contribution pension scheme. The assets of the scheme are held in a separate fund from the company. Amounts charged during the year from this scheme are £19,096 (2023: £15,192) and the amount outstanding at 31 March 2024 was £Nil (2023: £Nil).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

14	Restricted Funds	Movement in funds				
		Balance at 1 April 2023	Income	Expenditure	Transfer	Balance at 31 March 2024
		£	£	£	£	£
	Legacies / ADAs	441,328	626,000	-	-	1,067,328
	Current Project Grants	222,115	917,227	823,523	-	315,819
	Total	663,443	1,543,227	823,523	-	1,383,147
	Legacies / ADAs	Balance at 1 April 2023	Income	Expenditure	Transfer	Balance at 31 March 2024
		£	£	£	£	£
	Local Group Legacy Funds	97,044	-	-	-	97,044
	Youth Funds	4,416	-	-	-	4,416
	Scotland Funds	54,259	626,000	-	-	680,259
	Greater London Funds	40,000	-	-	-	40,000
	Research Funds	69,774	-	-	-	69,774
	Holiday Schemes Funds	119,993	-	-	-	119,993
	Other Restricted Funds	25,030	-	-	-	25,030
	Area Deaf Associations	30,812	-	-	-	30,812
	Total	441,328	626,000	-	-	1,067,328

Current Project Grants	Balance at 1 April 2023	Income	Expenditure	Transfer	Balance at 31 March 2024
	£	£	£	£	£
Scottish Government: Equality	42,903	230,963	192,620	-	81,246
Dementia Project (Scotland)	28,223	-	-	-	28,223
Dementia Research (Scotland)	3,335	-	-	-	3,335
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
Northern Ireland – General	3,648	34,191	42,359	-	(4,520)
Wales - General	450	-	113	-	337
Deaf Access/Inclusion (England)	37,513	149,953	128,064	-	59,402
Deaf Access/Inclusion (Wales)	2,440	7,600	2,087	-	7,953
Deaf Access/Inclusion (Scotland)	-	5,500	2,746	-	2,754
Deaf Advocacy (N. Ireland)	14,882	152,726	168,230	-	(622)
Deaf Advocacy (Wales)	9,701	104,382	88,559	-	25,524
Deaf Roots and Pride (Scotland)	6,106	53,463	37,316	-	22,253
Self-Harm Project	-	10,572	213	-	10,359
City Bridge Trust Foundation	-	28,608	19,579	-	9,029
Propel	-	20,792	9,237	-	11,555
Masonic Charitable Foundation	-	12,398	7,158	-	5,240
DeafPlus	-	5,750	3,784	-	1,966
Scotland Isolation and Loneliness	-	15,963	8,772	-	7,191

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

Scottish Housing Regulator	-	-	1,871	-	(1,871)
Scotland – General	-	869	519	-	350
Family Signs at Home (N. Ireland)	16,582	26,644	36,888	-	6,338
Covid-19 Project (Wales)	4,260	8,633	7,229	-	5,664
Welsh Government – BSL Charter	2,670	16,220	12,348	-	6,542
Loneliness Engagement (England)	9,487	32,000	25,798	-	15,689
Deaf Children’s Literacy	27,681	-	27,681	-	-
Deaf Heritage Films Project	352	-	352	-	-
Total	222,115	917,227	823,523	-	315,819

Comparative 2023	Balance at 1 April 2022	Income	Expenditure	Transfer	Balance at 31 March 2023
	£	£	£	£	£
Legacies / ADAs	480,897	-	39,569	-	441,328
Current Project Grants	146,806	701,752	626,443	-	222,115
Total	627,703	701,752	666,012	-	663,443

Legacies / ADAs

	£		£	£	£
Local Group Legacy Funds	136,613	-	39,569	-	97,044
Youth Funds	4,416	-	-	-	4,416
Scotland Funds	54,259	-	-	-	54,259
Greater London Funds	40,000	-	-	-	40,000
Research Funds	69,774	-	-	-	69,774
Holiday Schemes Funds	119,993	-	-	-	119,993
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,812	-	-	-	30,812
Total	480,897	-	39,459	-	441,328

Current Project Grants	Balance at 1 April 2022	Income	Expenditure	Transfer	Balance at 31 March 2023
	£	£	£	£	£
Scottish Government: Equality	17,872	227,318	202,287	-	42,903
Dementia Project (Scotland)	28,223	-	-	-	28,223
Dementia Research (Scotland)	6,730	-	3,395	-	3,335
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
Northern Ireland – General	-	49,779	46,131	-	3,648
Wales - General	-	500	50	-	450
Deaf Access/Inclusion (England)	-	52,981	15,468	-	37,513
Deaf Access/Inclusion (Wales)	-	5,700	3,260	-	2,440
Deaf Advocacy (N. Ireland)	12,340	156,785	154,243	-	14,882
Deaf Advocacy (Wales)	950	102,329	93,578	-	9,701
Deaf Roots and Pride (Scotland)	-	26,486	20,380	-	6,106
Deaf Roots & Pride (N. Ireland)	10,205	19,446	29,651	-	-
Family Signs at Home (N. Ireland)	611	38,923	22,952	-	16,582

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

Covid-19 Project (Wales)	-	4,317	57	-	4,260
Welsh Government – BSL Charter	-	3,325	655	-	2,670
Loneliness Engagement (England)	-	13,029	3,542	-	9,487
Deaf Children's Literacy	37,993	-	10,312	-	27,681
Deaf Heritage Films Project	20,000	834	20,482	-	352
Total	146,806	701,752	626,443	-	222,115

The membership of the Association has been divided into geographical areas, each of which is headed by an Area Deaf Association which operates separate accounts. These are consolidated into one account as a restricted fund, since the Trustees have ultimate control over these funds. The following splits out the summary results by area.

Area Deaf Associations	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,990	-	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,812	-	-	30,812

Area Deaf Associations	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,990	-	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,812	-	-	30,812

The nature of the restricted funds is shown below;

Local Group Legacy Funds: Set up a specific project and local funds for Deaf people bequeathed through Wills to fund activities.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

Youth Funds: Set up a specific project funds for Deaf young people to fund activities.

Holiday Schemes Fund: Set up a respite fund for Deaf people to fund specific activities.

Other Restricted Funds: Set up a small number of key Deaf project funding carried over to complete the funding in the next year.

Area Deaf Associations: Set up 12 regional Deaf association funds as part of the BDA run by and for local BDA members.

Big Lottery (NI) Deaf Roots & Pride: Funded the activities programme for Deaf children and young adults in Northern Ireland.

Big Lottery (Scotland) Deaf Roots: Funded the activities programme for Deaf children and young adults in Scotland.

Dementia (including Research) Scotland: Funded the project supporting Deaf people who have dementia and their carers enabling them to share and receive information, knowledge and experiences.

Deaf Community Advocacy (Wales & NI): Funds the advocacy service for Deaf people in the South Wales and Northern Ireland respectively.

Deaf Access and Inclusion (England, Wales and Scotland): Funded a short term project for Deaf people in England, Wales and Scotland respectively.

Deaf Children's Literacy: One-off funding to fund Deaf Children Literacy project.

BSL Case Scenario / Give Me BSL: Funded a BSL incentive project in Scotland.

Propel: to explore the systemic issues faced by the Deaf community in London.

City Bridge Foundation: to establish a Deaf-led campaign workforce in London focused on both long-term systemic change and immediate practical improvements.

Masonic Charitable Foundation: to provide *Family Signing at Home*, early years BSL support for 0–5-year-olds and their families, including 1:1 home visits and group sessions.

15 Unrestricted Funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Trustees for specific purposes:

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

2024

Movement in funds

	Balance at 1 April 2023	Income	Expenditure	Transfer	Balance at 31 March 2024
	£	£	£	£	£
General Fund	1,001,250	995,210	(506,717)	-	1,489,743
Development Fund	199,693	-	(78,490)	-	121,203
Pension Fund	302,757	-	(3,230)	-	299,527
Total	1,503,700	995,210	(588,437)	-	1,910,473

2023

Movement in funds

	Balance at 1 April 2022	Income	Expenditure	Transfer	Balance at 31 March 2023
	£	£	£	£	£
General Fund	549,682	830,200	(378,632)	-	1,001,250
Development Fund	250,000	-	(50,307)	-	199,693
Pension Fund	303,000	-	(243)	-	302,757
Total	1,102,682	830,200	(429,182)	-	1,503,700

Development Fund: The main purpose of the Development Fund is to cover new business development opportunities, such as consultancy to help re-design the charity's database and a strategic review of our fundraising position.

Pension Fund: Since April 2013, the Pensions Trust has required the BDA to pay additional pension contributions. Our pension liability debt at 31 March 2024 is approximately £39,000, however our pension reserve at the same date just under £300,000 and therefore we currently have a surplus position. Based on the September 2020 actuarial valuation a new payment plan was agreed commencing in April 2022. The new plan requires the charity to make deficit reduction payments of £47,810 per year to 2025, and, to pay scheme administration expenses of £55,044 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The charity's unrestricted income is unpredictable, especially unknown legacy income, hence why the Board's priority is to protect the BDA's long-term future by ensuring there are sufficient funds allocated to its Pension Reserve Fund.

16 Analysis of changes in net debt

	Balance at 1 April 2023	Cash flows	Other non- cash changes	Balance at 31 March 2024
	£	£	£	£
Cash and cash equivalents				
Cash	1,676,538	311,786	-	1,988,324

17 Analysis of net assets between funds

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

	General Funds	Designated Pension	Designated Funds	Restricted Funds	Total
	£	£	£	£	£
Fund Balances at 31 March 2024 represented by:					
Tangible Fixed Assets	9,998	-	-	-	9,998
Current Assets	1,633,445	338,608	121,203	1,583,881	3,677,137
Creditors: amounts falling due within one year	(153,700)	(39,081)	-	(200,734)	(393,515)
Creditors: amounts falling due after one year	-	-	-	-	-
	1,489,743	299,527	121,203	1,383,147	3,293,620
Fund Balances at 31 March 2023 represented by:					
Tangible Fixed Assets	5,394	-	-	-	5,394
Current Assets	1,092,055	386,418	199,693	787,840	2,466,006
Creditors: amounts falling due within one year	(96,199)	(47,811)	-	(124,397)	(268,407)
Creditors: amounts falling due after one year	-	(35,850)	-	-	(35,850)
	1001,250	302,757	199,693	663,443	2,167,143

18 Operating lease commitments

At the 31 March 2024, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Land and Buildings		Other	
	2024	2023	2024	2023
	£	£	£	£
Within 1 year	-	2,885	-	4,671
Between 2 and 5 years	-	-	-	-
	-	2,885	-	4,671

19 Related party transactions

During the year the trustees made donations which totalled £Nil (2023: £Nil)

Accounts



Report and Financial Statements

For the year ended 31st March 2023

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Reference and administrative information

Trustees

Dr Robert Adam	Elected Chair from 6th November 2022. Trustee term commenced 26th June 2021
Abigail Gorman	Elected Vice-Chair from 6th November 2022. Term commenced 6th November 2022
Jonathan Evans	Hon Treasurer from 6th November 2022
Hamza Shaikh	Term commenced 6th November 2022
Sabina Iqbal	Co-opted 6th November 2022
Ahmed Mudawi	Co-opted 11th January 2023

Departing Trustees during 2022-23

David Buxton OBE (Chair)	Term ended 5th November 2022
Lesley Davidson (Vice Chair)	Term ended 5th November 2022
John Carberry	Term ended 5th November 2022

Company number: 2881497

Charity number: 1031687

Scottish Charity number: SCO42409

Registered office: St. John's Deaf Community Centre,
258 Green Lanes, London, N4 2HE

Chief Executive: Rebecca Mansell

Bankers: HSBC Bank plc, 29 English Street,
Carlisle, Cumbria, CA3 8JX

Solicitors: Burnetts, Victoria House,
Wavell Drive, Rosehill Industrial Estate,
Carlisle, Cumbria, CA1 2ST

Auditors: Price Bailey LLP, 24 Old Bond Street,
London, W1S 4AP

Who we are

Trustees' Annual Report 2022-23

The Trustees are pleased to present their annual report and audited financial statements for the year 1st April 2022 to 31st March 2023.

Who we are

Founded in 1890, the British Deaf Association (BDA) is the UK's only official national representative organisation of British Sign Language (BSL) and Irish Sign Language (ISL) and has been an Ordinary Member of the World Federation of the Deaf (a United Nations consultative organisation) since 1957 and a member of the European Union of the Deaf (a participatory member of the Council of Europe) since its foundation in 1985; and within other international organisations.

As a Deaf-led membership charity, led and represented by Deaf people for Deaf people, we campaign on a national level for equal rights to fully participate and contribute to society as equal and valued citizens. We also work at a local level advocating and empowering Deaf people to achieve access to their local public services. As the national guardians of BSL and ISL, we exist to ensure a world in which the language, culture, community, diversity and heritage of Deaf people in the UK is respected and fully protected for future generations.

We promote the advancement of human rights and equality for Deaf people by collaborating with our members and stakeholders to influence governments to ensure that Deaf people can access services in BSL and ISL, the first or preferred language of approximately 151,000 people in the UK, around 87,000 who are Deaf and for whom English may be a second or third language.

The BDA was instrumental in securing the BSL Act in April 2022, meaning that BSL is now legally recognised as a language of England, Wales and Scotland. This was seismic and we are determined that it will lead to Deaf people, marginalised for so long, participating and contributing as equal and valued citizens in British society.

We also campaign on behalf of Irish Sign Language (ISL) users in Northern Ireland and hope to use our success with the BSL Act as leverage for a similar Act in Northern Ireland.

We recognise the importance of building and learning from our links with other Deaf communities outside the UK, particularly for our BDA Youth members, in order to help them expand their knowledge and understanding and to see themselves within the context of the international signing community. They do this by developing skills, working for change, and strengthening the cause and community of Deaf people worldwide.



SCAN ME FOR BSL
OR CLICK HERE

Who we are

The BDA stands for **D**eaf **E**quality, **A**ccess, and **F**reedom of choice:

DEAF – That we identify ourselves as Deaf people who use sign language. Part of the Deaf community, we – Deaf adults and children alike – share the same language, values, history and cultural experiences.

EQUALITY – That we Deaf people are treated equally, with every opportunity for learning, social, work, leisure and community inclusion.

ACCESS – That, through the provision of sign language, we are able to access services and support on a par with others.

FREEDOM OF CHOICE – That, through sign language, we are empowered with choices to participate, contribute, learn, and work in the same way as others.

Our **VISION** is of a world where Deaf people can fully participate and contribute to society as equal and valued citizens.

Our **MISSION** is to empower Deaf people to fully participate and contribute to society as equal and valued citizens and to build a world in which the languages, culture and heritage of Deaf people in the UK are protected, preserved and promoted.

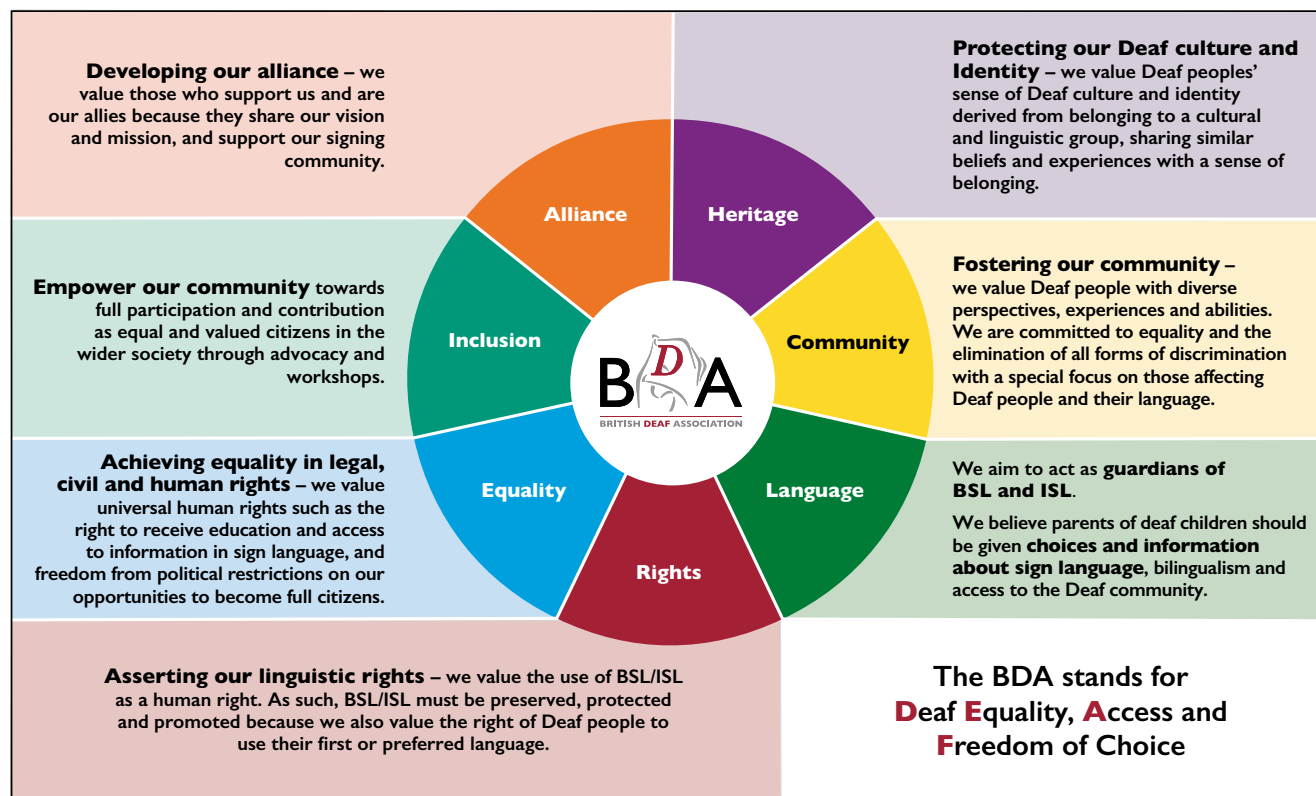
Our **VALUES**: The BDA is a Deaf people's organisation representing a diverse, vibrant and ever-changing community of Deaf people. Our activities, promotions, and partnerships with other organisations aim to empower our community towards full participation and contribution as equal and valued citizens in the wider society.



SCAN ME FOR BSL
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- 1. Protecting our Deaf culture and Identity** – we value Deaf peoples' sense of Deaf culture and identity derived from belonging to a cultural and linguistic group, sharing similar beliefs and experiences with a sense of belonging,
- 2. Asserting our linguistic rights** – we value the use of BSL as a human right. As such, BSL must be preserved, protected and promoted because we also value the right of Deaf people to use their first or preferred language.
- 3. Fostering our community** – we value Deaf people with diverse perspectives, experiences and abilities. We are committed to equality and the elimination of all forms of discrimination with a special focus on those affecting Deaf people and their language.
- 4. Achieving equality in legal, civil and human rights** – we value universal human rights such as the right to receive education and access to information in sign language, and freedom from political restrictions on our opportunities to become full citizens.
- 5. Developing our alliance** – we value those who support us and are our allies because they share our vision and mission, and support our BSL community.

Who we are



The BDA has been an Ordinary Member of the World Federation of the Deaf (WFD) since September 1957, and a Full (and founding) Member of the European Union of the Deaf (EUD) since 1985.

WFD is an International Non-Governmental Organisation in official liaison with ECOSOC (Economic & Social Council), UNESCO (United Nations Educational, Scientific and Cultural Organisation), ILO (International Labour Organisation), WHO (World Health Organisation) and the Council of Europe (CoE). It also has a consultative status in the United Nations (UN) and is a founding member of the International Disability Alliance (IDA).

EUD is a supranational organisation representing Deaf people at European level and is one of the few ENGOs representing associations from all of the 27 EU Member States, in addition to Iceland, Norway, Switzerland and the United Kingdom. EUD aims to establish and maintain EU level dialogue with its relative institutions and officials, in consultation and co-operation with its member national associations of the Deaf (NADs). EUD is a full member of the European Disability Forum (EDF) and is a Regional Co-operating Member of the World Federation of the Deaf (WFD) to tackle issues of global importance. It also has participatory status with the Council of Europe (CoE).

The BDA remains a permanent member of EUD; the UK's withdrawal from the EU has had no impact on BDA's membership of the EUD, which is not limited to member states of the European Union.



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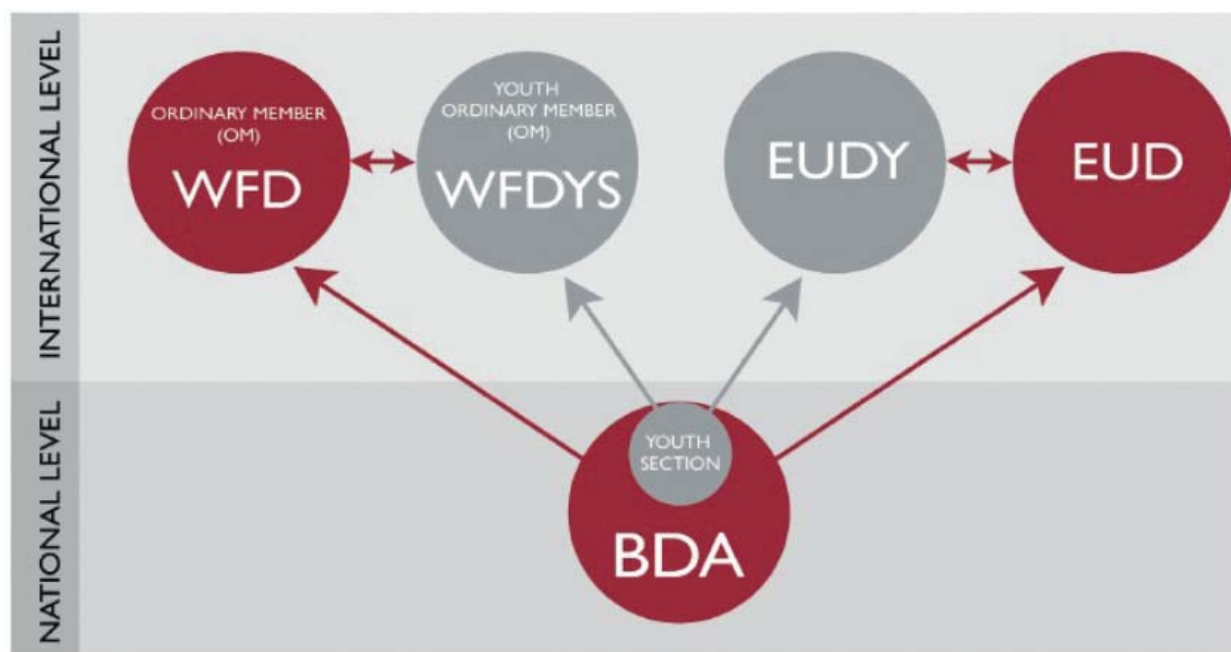
Who we are

BDA Youth, a committee of the BDA which represents young Deaf people across the UK is a member of the World Federation of the Deaf Youth Section ([WFDYS](#)), and European Union of the Deaf Youth ([EUDY](#)).

The Convention on the Rights of Persons with Disabilities (CRPD), adopted by the UN General Assembly in 2006 and ratified in June 2023 by 186 UN Member States, is the latest international human rights convention emanating from the UN. It is also one of the most ratified conventions in the UN legal system.

The motto of the CRPD, “**Nothing About Us Without Us**”, places persons with disabilities, including Deaf people, and their representative organisations - national associations of Deaf people – at the forefront of the decision-making processes related to them.

CRPD Article 4.3 requires national governments to actively consult and collaborate with national representative associations of Deaf people regarding any legislation, programme or policies related to Deaf people and national sign languages. The BDA is the official National Representative Organisation of the UK representing the Deaf and BSL/ISL community, and holds this status at WFD, WFDYS, EUD and EUDY.



Welcome from our Chair

As I have always been concerned about the rights of deaf people everywhere, I became Chair of the BDA this financial year. I would like to work towards enabling the BDA to deliver even more for our language rights. As the national representative organisation of people who use BSL/ISL, we are best placed to enhance the lives of Deaf people through our influencing and advocacy activities, and through our services and programmes we and our network of local, national and international partners provide.

A total of 132 years after BDA was established, the UK Government has finally recognised British Sign Language (BSL), our language, with the BSL Act 2022. The former Minister for Disabled People, Health and Work, Chloe Smith MP, said on the day the BSL Bill received Royal Assent:



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Today is a momentous day and I truly hope it will transform the lives of Deaf people across the country. The BSL Act will help remove barriers faced by the Deaf community in daily life and is a further welcome step towards a more inclusive and accessible society.

Former Minister for Disabled People, Health and Work, Chloe Smith MP

The *BSL Act Now!* campaign was led by the British Deaf Association, working in collaboration with other Deaf organisations: Royal National Institute for Deaf People (RNID), Royal Association for Deaf people (RAD), Signature, Institute of British Sign Language (iBSL), SignHealth, National Deaf Children's Society (NDCS), National Registers of Communication Professionals working with Deaf and Deafblind People (NRCPD), and Black Deaf UK. These organisations represented the diversity of the Deaf community in the UK. Together, we successfully campaigned for the BSL Act 2022 which came into force on Tuesday 28th June 2022 after receiving Royal Assent on 28th April by Her Late Majesty Queen Elizabeth II. This date, 28th April, will now be celebrated annually as **National BSL Day**.

Signature



Welcome from our Chair

The Act will create greater recognition and understanding of BSL as well as inclusion and equality for BSL users by:

- ◆ Legally recognising BSL as a language of England, Wales, and Scotland;
- ◆ Requiring UK government departments to report on how they are promoting and facilitating the use of BSL;
- ◆ Providing guidance to government departments and public bodies on how to meet the needs of people who use BSL as their first or preferred language.

Now that we have the BSL Act 2022, we will continue working with Deaf organisations, through the newly-formed BSL Alliance, to ensure that the UK Government meets their commitment to implement the Act. This includes:

- ◆ Tracking the progress of the non-statutory BSL Advisory Board, where representatives of the BSL community will advise the Government on making public services more accessible for BSL users;
- ◆ Increasing the number of registered sign language interpreters;
- ◆ Improving Access to Work provision for both claimants and employers.

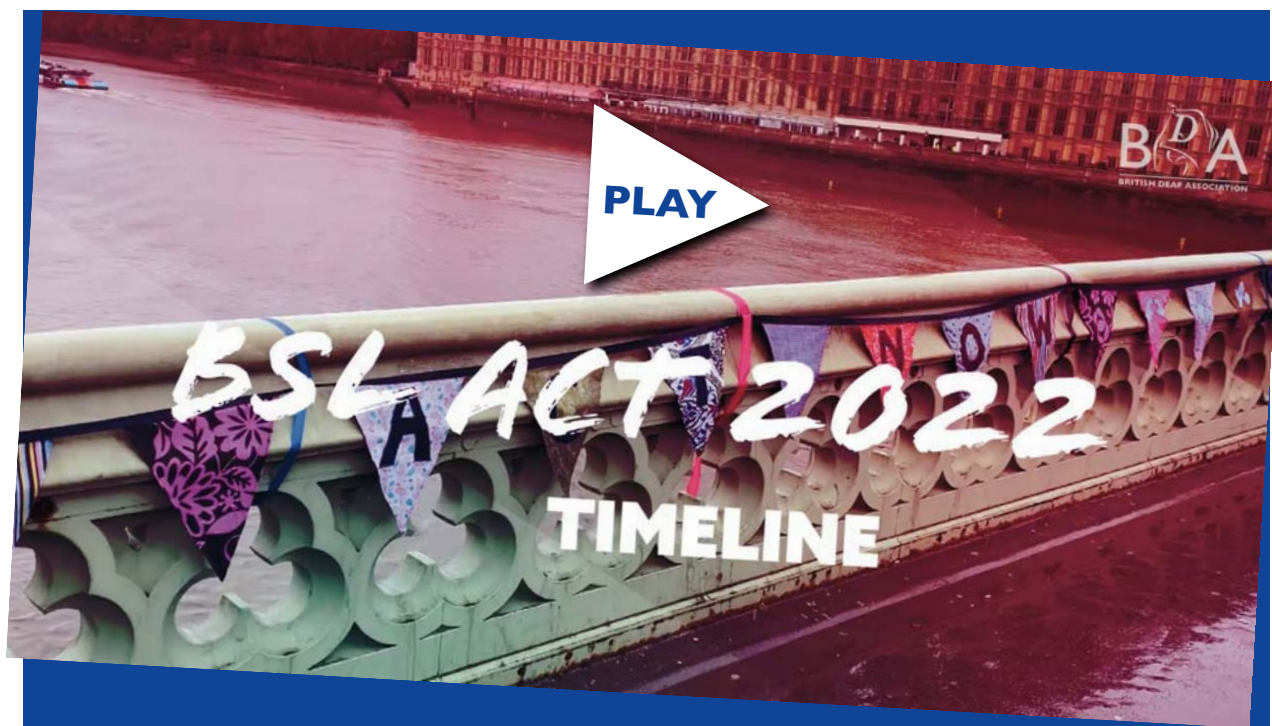
Timeline of the BSL Act

18th March 2003	UK Government first formally recognises BSL as a language and promises to investigate a legal status for BSL.
March 2004	Both British and Irish Sign Language was officially recognised as minority languages in Northern Ireland.
22nd October 2015	The Scottish Parliament passed the British Sign Language (Scotland) Act 2015 on 17 September 2015 and received Royal Assent on 22 October 2015.
18th March 2021	BDA launches the <i>BSL Act Now!</i> campaign with support from across the sector.
16th June 2021	The BSL Bill is introduced into the House of Commons by Labour MP Rosie Cooper. Rosie has Deaf parents and considers BSL her first language. She is well placed to understand the barriers that BSL users face.
18th March 2022	An estimated 5,000 people attend a rally in Trafalgar Square, London, as the Bill completes its passage through the House of Commons unopposed.
27th April 2022	The Bill completes its passage through the House of Lords unopposed, set to become law.
28th April 2022	The BSL Bill receives Royal Assent and becomes the British Sign Language (BSL) Act 2022.
28th June 2022	The BSL Act 2022 comes into force.

Welcome from our Chair

Rosie Cooper MP was the 20th MP drawn from the Private Members Bill ballot. This was truly a historical moment for the UK as this is the first time a Bill of this nature, last on the list, was subsequently passed into law unopposed in both the House of Commons and the House of Lords.

Now it is time to take this legacy forward.



What happens next?

The BDA's mission is to Preserve, Protect and Promote BSL. We will closely track the implementation of the BSL Act. We have established a BSL Alliance (www.bslalliance.org.uk), made up of national, regional and local organisations across Great Britain, whose role is to engage with the non-statutory BSL Advisory Board.

The BSL Act recognises BSL in England, Wales and Scotland. As equality law is devolved in Northern Ireland, the BSL Act 2022 does not apply there, as both British and Irish Sign Language are used among the Northern Irish Deaf community. While both sign languages were officially recognised as minority languages in Northern Ireland in March 2004, they also need to achieve legal status. Majella McAteer from BDA's Northern Ireland office has been seconded to the Northern Ireland Government to specifically support them in preparing for the introduction of Northern Ireland's BSL and ISL Bill. We look forward to the developments which will consolidate the position of both these sign languages in Northern Ireland.

In Spring 2022, while the BSL Bill was making its way through Parliament, we launched a nationwide six-month consultation of BDA members. We hosted 10 virtual roundtable events



Welcome from our Chair

across the UK where we heard from 132 Deaf people, members and stakeholders about what they need from the BDA. What came out strongly during our discussions was that the most important thing was not what we do, but who we are.

Again and again, respondents told us they saw the BDA as the only national organisation making the connection between Deaf human rights, Deaf identity and sign language. They felt represented by the BDA. They said that the BSL Rally we organised in Trafalgar Square in March 2022 to show Parliament our support for the BSL Act had reminded them who the BDA is, why the BDA exists, and why it still needs to be here.

 **The BDA is the Deaf community.** 
Roundtable participant, 2022

Across the diverse Deaf communities in the UK, there is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change and dismantle the barriers that have restricted Deaf people's lives for more than 130 years, ever since the BDA was established.

While we would have liked to see an even more robust Act with new, explicit rights for BSL users, the passage of the BSL Act nevertheless provides a valuable and timely opportunity for us to engage with Government on issues of crucial importance to Deaf people as a linguistic and cultural minority, and co-produce policies that will lead to positive change.

The hard work starts now: we must engage with members, new and current partners, stakeholders and allies, in particular the new BSL Alliance – made up of Deaf organisations across the country – to track and support the implementation of the Act. We will seek to make the most of the opportunities presented, in combination with existing relevant UK-wide legislation, international instruments and guidance such as the Human Rights Act (1998), the UN Convention on the Rights of Persons with Disabilities (2006), the Equality Act (2010), the Care Act (2014), the NHS Accessible Information Standard (2016) and any other legislations.

[Our draft Strategic Vision](#) sets out the BDA's aspirations for Deaf people in the UK for the next decade and beyond, following the historic legal recognition of our language with the BSL (Scotland) Act 2015 and the BSL Act (2022).

We must seize this opportunity to prepare the ground for the world we want, promote the nationwide learning of BSL, and protect our language to ensure it flourishes long into the future.

Our financial accounts show a healthy surplus, which is another good note on which to end the year. This is due to the sterling effort of staff and the fundraising team. This position has enabled us to embed plans for the future, to allow us to achieve the outcomes outlined in the draft strategy following our extensive consultations with members during the Spring of 2022.

It is appropriate to reflect and comment on just how much has been achieved by a national organisation of just 20 staff, along with the Board, sessional staff including mentors, sign language tutors, befrienders and outreach workers helped deliver some of our project

Welcome from our Chair

work and, as members of the Deaf community who know and appreciate the value of the BDA for their peers, they fully engaged with our work and ethos. Their contribution has been invaluable.

I hope this report provides an interesting and informative overview of the BDA's work during 2022-23. I'd like to extend my heartfelt thanks to our staff, volunteers, funders, members, and colleagues on the Board of Trustees for their generosity and hard work in continuing to make a big difference for our Deaf community in the UK.



Dr Robert Adam
Chair



Our Work

This year we devoted time to listen to our members, stakeholders and allies, including other Deaf organisations, to shape the future of the BDA's work.

The 10-year draft Strategic Vision takes its starting point as the date in which the BSL Act received Royal Assent: 28 April 2022. That date will now be celebrated annually as **National BSL Day**.

The Strategic Vision sets out the British Deaf Association's 10-year vision for a new civil rights movement: **#BSL2032**. Over the next decade, the Deaf communities in the UK must take ownership of our own future as a linguistic and cultural minority that has been oppressed and discriminated against for centuries.

Language is at the heart of what it means to be human. To be able to express ourselves, share information, and build relationships, every human needs a strong language foundation. Deaf people continue to be deprived of that basic human right in 2023. It is high time for this to change.

We must work collectively with the Deaf communities across the UK and our partners, stakeholders and allies to seize the historic opportunity presented by the BSL Act 2022 and prepare the ground for the world we want, one in which Deaf people can finally achieve equitable civil rights and our precious language and culture will be recognised, included and celebrated.

The following highlights some of the key services and achievements of the BDA during the year 2022-2023, which we will refer to as Year Zero of the 10-year period from 28 April 2022 to 28 April 2032.



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Our **Work:** Campaigns

Passing the BSL Act 2022 is the absolute pinnacle and highlight of our work during 2022-2023, and reflects our vital contribution as the representative national organisation for BSL.

The campaign for a BSL Act was, naturally, conducted in sign language. Sign language is central to the lives of the BDA and its members. Following the legal recognition of BSL, the BDA focused our campaigns around the theme of: 'Protect, Preserve and Promote BSL'.



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During 2022 – 2023, our key campaign highlights included:

Protecting BSL

1. BSL came under threat from growth in the online presence of communication systems such as Signalong, Makaton and Baby Signs, who claimed their programmes were “languages” but are really an example of appropriation of sign languages for commercial benefit. Online content created by hearing people using “sign supported communication systems” or “language programmes” that incorporate signs alongside speech, caused anger and distress among the Deaf community and confusion among the hearing population. BDA responded by publishing a [statement](#) highlighting the risks to our language, BSL, and encouraging people to learn BSL from qualified, native Deaf teachers. We were interviewed by the BBC TV programme *See Hear* to discuss this issue and also met with the CEO of the Makaton Charity who agreed we needed to work together to address their messaging. This work is ongoing.
2. To accompany the release of his song, *Die of a Broken Heart*, popstar Olly Murs posted an Instagram video in which he signed along to the song. Dedicated to “his fans in the Deaf community”, the clip was incorrectly labelled as being in “Sign” and “BSL SSE”. There is no such language as “Sign”, and “SSE” has never really been clearly defined. Deaf people communicate in sign language. There are many different sign languages around the world. In the UK, Deaf people predominantly use British Sign Language (BSL) or Irish Sign Language (ISL). Unfortunately, Olly appears to have been misinformed by an influencer who coached him in a form of SSE, which is not a language, but a communication system that uses signs (some of which were taken from BSL and some of which were created by hearing people and are unintelligible to Deaf people) alongside spoken English, as well as symbols and pictures. The BDA published a [statement](#). Olly agreed to take down the video and apologised. We continue to work with the Makaton Charity on its messaging about sign languages.
3. The BDA’s annual campaign, [Sign Language Week](#), ran from 13th – 19th March 2023, aimed to celebrate and promote BSL and ISL across the UK and protect and preserve our language for future generations. This year’s theme was “Protecting BSL” and our campaign aimed to encourage people to discover more about BSL, spread the word and learn a bit themselves.



Our Work: Campaigns



Although BSL has finally been recognised in law, there remain a number of threats to its continued existence, including systemic audism (discrimination towards Deaf people) in public services including early years, education, health and social care, ignorance of the long-term damaging effects of language deprivation among Deaf children and young people, the lack of availability of affordable BSL lessons for the hearing families of Deaf children and hearing people interested in learning BSL, and the spread of artificial sign systems such as Makaton, Signalong and Baby Signs, which are a threat to the longevity of our language.

During Sign Language Week, we also launched ‘**Become a BSL Ally**’ campaign, encouraging the British public to introduce themselves to BSL. Our aim was to mobilise a movement of BSL allies amongst the general public, who appreciate our unique language and can help support our long-term mission to break down communication barriers.

The campaign achieved impressive results, with just under a million impressions on social media. An incredible 11,000 BSL taster sessions were delivered on the Sign Language Week website. A total of 2,970 BSL fingerspelling cards were downloaded and an additional 2,693 petition signatures for free BSL lessons were gathered during the campaign.

We would like to thank the following Deaf ambassadors who helped us to drive forward this campaign: Hermon and Heroda (Being Her), Yvonne Cobb and Jazzy Whipps.



- On the 6th of February 2023, Chief Executive Rebecca Mansell, Policy & Research Lead Tom Lichy, and PR & Communications Consultant Lauren Harris met Tom Pursglove MP, the Minister for Disabled People, at the Department for Work & Pensions. A fruitful meeting ensued, which covered the implementation of the BSL Act, the role of the new BSL Advisory Board, the ongoing development of a BSL GCSE, the provision of BSL lessons to the families of Deaf children, and the Minister’s ambitions for supporting Deaf people via the Access to Work programme. We invited the Minister to present the keynote address at the [BSL Conference](#) and reaffirmed our commitment to meet again to discuss progress and ongoing collaboration.

Our **Work:** Campaigns

5. BSL GCSE

In Spring 2022, the BDA teamed up with NDCS and Signature to support plans for the development of a BSL GCSE. The BDA's position is clear:

the BSL GCSE should be delivered by Deaf teachers who hold a Level 6 qualification in BSL (equivalent to a degree), ensuring our language is protected and flourishes into the future. We recognise the lack of teachers who hold this qualification and this consultation is ongoing.



As the Department of Education was planning a consultation into the GCSE, we planned a dual approach:

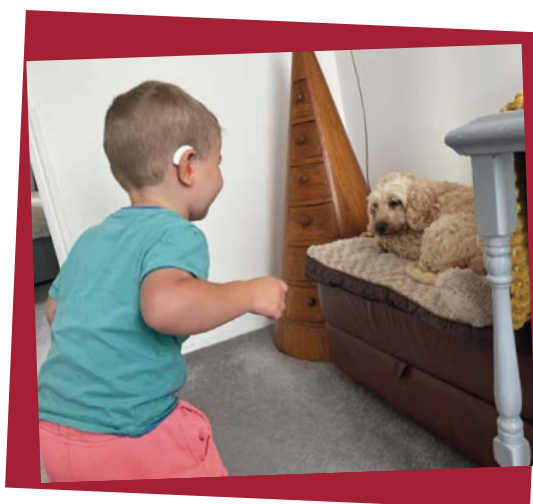
- ◆ a robust expert response to the technical elements of the GCSE consultation, and
- ◆ a show of interest in the BSL GCSE amongst deaf and hearing young people to demonstrate support for the qualification in the long term.

We also launched the following activities to gather support for the BSL GCSE:

- ◆ releasing a short survey / sign-up form to measure interest in the GCSE campaign and to allow us to share future campaign actions / updates;
- ◆ showcasing case studies of schools that already teach BSL to Deaf and hearing young people;
- ◆ a joint consultation response addressing the technical consultation;
- ◆ a simplified version of the consultation for all organisations to share with their non-technical audiences;
- ◆ a series of social media posts to encourage people to take part in the consultation.

We will continue to update members via our newsletters on the progress of the qualification.

6. Katie's campaign – Free BSL classes for all families with deaf children



Katie Littlejohns, the parent of a deaf child, started a [campaign](#) calling on the Government to fund free BSL classes for all families with deaf children. This was based around a Parliamentary petition, but also featured support from MPs and widespread media coverage.

The BDA and NDCS have offered their support and guidance to help Katie's campaign. Families shouldn't have to fight for support to learn BSL. They should have automatic, easy and free access to classes, no matter where they live in the country.

The petition reached an impressive 25,000 signatures. We are now taking the campaign forward to the next phase.

Preserving BSL

1. Following our engagement with the UK Census team and Royal Association for Deaf People (RAD) to make the national Census more accessible, we were pleased that the [2021 Census](#) managed to reach and count more Deaf BSL signers in England and Wales, with an increase of nearly 50% in overall numbers since 2011. However, we believe there is still work to be done to obtain an accurate picture of the UK's BSL population.
2. We hosted the first-ever national [BSL Conference](#), attended by 330 people, in London on Friday 17th March 2023, following the passage into law of the British Sign Language (BSL) Act on 28th April 2022. The inaugural BSL Conference launched the BSL Alliance and shared an ambitious 10-year draft strategic vision for the Deaf community, taking the BSL Act as its starting point.



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We were delighted with how the Conference went and we received an absolute deluge of positive feedback from participants, from the quality of the speakers and the range of the topics covered, to the ambition of our draft 10-year Strategic Vision, [Taking BSL Forward](#), to deliver a good quality of life for every Deaf person in the UK.

We were pleased to see Minister Pursglove's [announcement](#) of appointees to the BSL Advisory Board and eagerly anticipated news of their progress towards the goals set out in the BSL Act. We shared plans for an independent [BSL Alliance](#), to join the dots between organisations across Britain who focus on BSL and the signing Deaf community, to harness their collective lobbying power and utilise the network they represent to amass evidence about the lived experiences of BSL users around the country. The aim is for the BSL Alliance to work with the Advisory Board to ensure that the views of the UK's diverse Deaf communities are fully represented as the Government moves forward. At the time of the BSL Conference, 25 Deaf organisations from across the UK had already joined the independent BSL Alliance, with the numbers continuing to grow since.

Our **Work:** Campaigns

Our heartfelt thanks to our amazing presenters for kicking off the inaugural BSL Conference (see list below). We look forward to next year's Conference to maintain momentum behind the Deaf community's powerful movement to take BSL forward.



CONFIRMED SPEAKERS

Rosie Cooper: Former MP & BSL Bill Sponsor
Tom Pursglove MP: Minister for Disabled People
Craig Crowley MBE: BSL Advisory Board
Dr Rob Wilks: Lecturer in Professional Law, Cardiff University
David Morrison: Participation & Equalities Manager, NHS 24
Alyia Zaheed: Equality & Diversity Adviser, East Ayrshire Council
Elaine Savory: Equality & Diversity Adviser, NHS Ayrshire & Arran
Katie Littlejohns: Leading the free BSL courses for parents of deaf children campaign.
Dr Kate Rowley: Lecturer in Deafness, Cognition & Language
Catherine Drew: Deputy Headteacher, Frank Barnes School for Deaf Children
Jeff Brattan-Wilson: Engagement & Development Lead, Social Care Wales

More information at:
bda.org.uk/bsl-conference-2023

The BDA stands for **Deaf Equality, Access and Freedom of Choice**
Chair: Dr Robert Adam Registered Office: British Deaf Association, St John's Deaf Community Centre, 258 Green Lanes, London N4 2HE
Company limited by guarantee number 2881497 Registered charity number: 1031487 (England and Wales) and SC042409 (Scotland)



Thank you to our Headline Sponsor:



Our Work: Campaigns

Promoting BSL

1. We launched a series of [member newsletters](#), in both BSL and English, published every four months following feedback from members who wanted to hear more from the BDA about our work. If you would like to stay informed about our work, you can [join the BDA as a member](#).
2. BDA Scotland hosted [Your Views: BSL National Plan 2017–2023](#) in Glasgow on 14th October 2022. The event was attended by representatives from Councils and NHS services as well as Deaf community members. Many highlighted positive examples of good practices across Scotland where Deaf people are working collaboratively with Public Services.



3. The BDA won a series of awards for the *BSL Act Now!* campaign:

a. [Scope Disability Equality Awards](#) – October 2022

This award recognises a campaign that made an impact on the lives of disabled people. This campaign had a national focus and achieved change on disability equality.

b. [Signature Hall of Fame](#) – November 2022

Our former Chair, David Buxton, was awarded a place on the Hall of Fame for his work on the *BSL Act Now!* campaign.



- c. [Sense Awards](#) – November 2022. The BDA picked up the award for Campaigner of the Year for our work on the *BSL Act Now!* campaign.



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Our **Work:** Campaigns

4. We teamed up with Signature during Sign Language Week 2023 to launch **the largest online BSL lesson** ever delivered to primary schools in the UK. This pilot campaign was incredibly successful, and we were overwhelmed by the positive response this campaign generated:

- ◆ 1,318 schools from across the UK took part;
- ◆ 1 school from Gibraltar took part;
- ◆ 237,806 pupils joined the lesson;
- ◆ 22,000 engagements across social media on posts relating to the BSL lesson.

Some feedback:

"I have just watched the first video of BSL, I found this video very helpful!"
- **Queens Chapel Nursery**

"Thank you for providing today's wonderful BSL lesson. All of our children at school, Y1-6, really enjoyed it and were fully engaged throughout. It was lovely to watch them during the rest of the day trying to use and practising many of the signs. The children have been so taken with it that it has inspired us to offer 'Beginners BSL' as an after-school club next term."
- **Whitehall School**



Join the UK's largest
British Sign Language lesson!

March 15th 2023

BDA Signature

SIGN LANGUAGE WEEK
Protecting BSL
12 - 19 March 2023

Our Work: Campaigns

5. During the 2022 AGM, the BDA honoured David Buxton OBE, Rose Ayling-Ellis and Rosie Cooper with a **BDA Medal of Honour** for their services promoting BSL. The Medal of Honour is awarded to those who have given exceptional services to and made a significant contribution towards the development of the Deaf community, either in Britain or abroad.



Other 2023 recipients included:

1. **Linda Richards**, Chair's Award
2. **Lesley Davidson**, Chair's Award
3. **Gloria Pullen**, Chair's Award
4. **Rubenna Aurangzeb-Tariq**, Frances Maginn Award
5. **Memnos Costi**, Frances Maginn Award
6. **Ahmed Mudawi**, Certificate of Merit Award
7. **Bronwynne Buxton**, Certificate of Merit Award
8. **Clare Cummings**, Certificate of Merit Award
9. **Kibra Taye Wolde Medhin**, Certificate of Merit Award

Congratulations to all recipients and thank you for all your support.

6. BDA was delighted to host a celebratory party to welcome the **#999BSL app launch** by @999BSL SignVideo. We are grateful to SignHealth for providing us with a grant to host the event. Over 100 members of the Deaf community and schools attended the event at St John's Deaf Community Centre. Access to emergency services in BSL will save lives and remove another barrier to good health and wellbeing for Deaf people. The 999 BSL Emergency Video Relay Service (VRS) app is available to download at 999bsl.co.uk.

999 BSL

Our team behind the campaigns

We are very proud of the campaigns launched during 2022–23 and the hard work of the Visual Language Service (VLS) team which consists of three staff (covering the equivalent of two full-time posts), supported by an external PR consultant and a communications agency during Sign Language Week.

As our working language is BSL, it is vital that our news is accessible in a bilingual format which requires a lot of time filming, editing and producing BSL videos with voiceovers, transcripts and/or subtitles. It is worth bearing in mind that our campaigns are therefore expensive and take us longer to release than English-only communications.

Over the year, 365 videos were produced, and 20 livestreams were hosted by the whole of the organisation, reaching over 2 million views in total. Campaign and information videos about the BSL Act were undoubtedly a major “must-watch” and contributed to the increase in viewing figures from the UK and across the world.

In addition, the VLS team supported their colleagues in the organisation with their own work in providing BSL (and in Northern Ireland, both BSL and ISL) videos of activities and project work, as well as with the production of reports, and videos relating to the pandemic and associated government regulations and restrictions, thus ensuring that Deaf people had access to crucial and accurate information in sign language.

Last but not least, the VLS team is regularly commissioned by the private and public sectors to produce BSL videos, host livestreams and provide other chargeable media services.



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**VISUAL LANGUAGE
PRODUCTIONS**

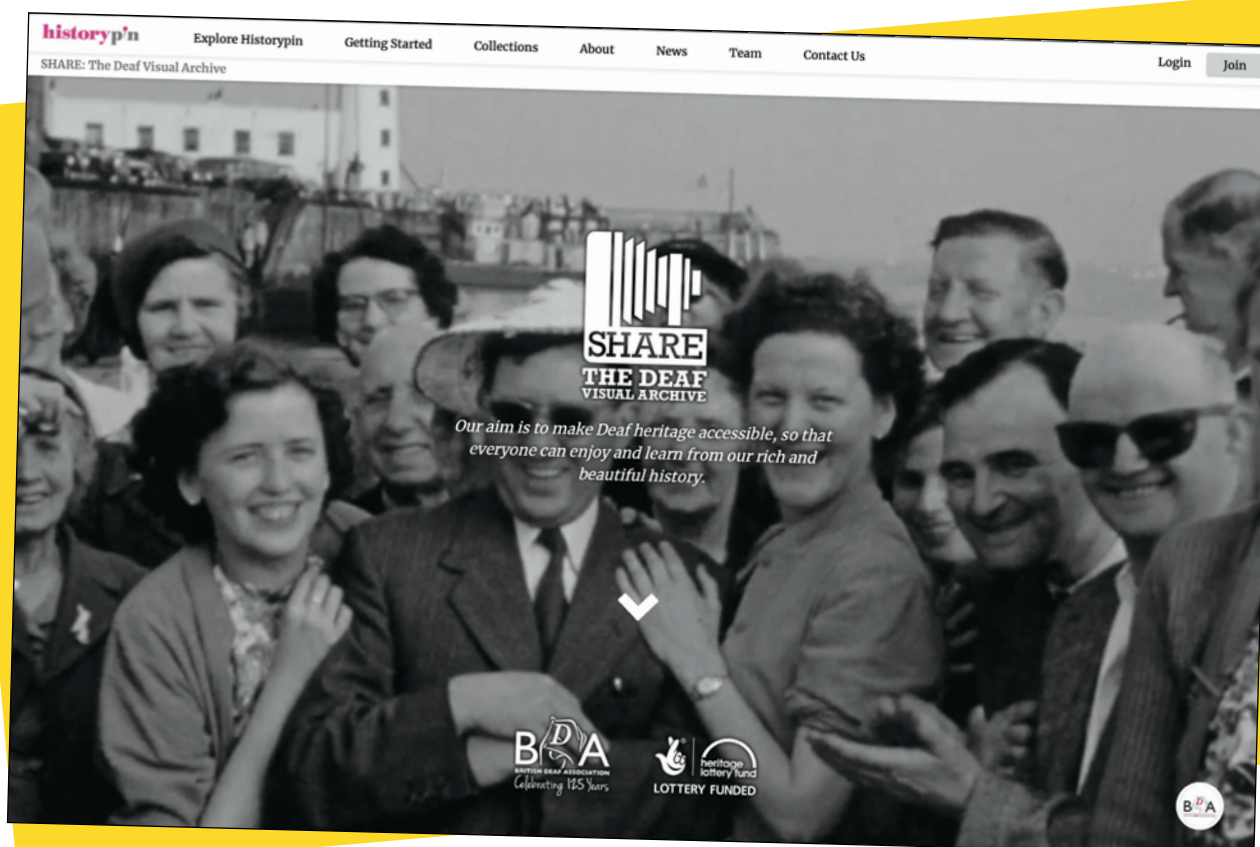
BRITISH **DEAF** ASSOCIATION

Our **Work:** *Heritage of BSL*

Archiving BSL materials

To assist our Heritage work, £20,000 was transferred from unreserved legacy funds to support our ongoing work to digitise VHS tapes and transcribe 12 audio cassettes for storage in the [SHARE archive](#). This is still ongoing.

We renewed our agreement with the London Metropolitan Archives, which stores a significant amount of material on behalf of BDA, including 24 shelves of videos and 5 shelves of film.



Languages Capital Fund programme

– ended July 2022

Awarded as part of the Covid-19 Recovery Programme, this funding was significant in terms of enabling us to bring in resources to the Northern Ireland office, and to develop a Deaf Culture Archive of the many videos, photographs and documents we uncovered in our old premises, which have now been digitised.



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Community

BBC Children in Need, Black Country – ended October 2022

Children in Need funded the delivery of 1:1 support and advice to several Deaf young people in the Black Country area by trained Deaf mentors who worked via Zoom or face-to-face. In addition, the BDA organised six activities benefitting 20 young Deaf people who met regularly along with their mentors. The project has now concluded.



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Cost of Living Crisis funded by SEGB (Smart Energy) – ended December 2022

The successful provision of information regarding the cost-of-living crisis, funded by The Smart Energy GB. project came to an end. In total, we visited 24 Deaf community groups and events to discuss or host a stall to raise awareness and provide vital information to address the cost-of-living crisis. We met over 610 Deaf people across England in places such as Margate, Ashford, Watford, Huntingdon, Peterborough, Bexhill, Stratford, Ipswich, Gravesend, Weston-Super Mare, King's Lynn, Brighton, Romford, Beckenham, Hemel Hempstead, Hereford, Worcester, Bristol, Worthing and Cambridge.

Feedback received from the Deaf community, including their experiences as consumers, and queries over what their rights are when it comes to contacting their gas or electricity companies in regard to the cost-of-living crisis, was shared with the UK Government via live-streamed interviews with the Department for Business, Energy & Industrial Strategy (BEIS) and National Energy Action (NEA). The BDA would like to thank Smart Energy GB for investing in this project.

Bringing Our Community Together – started January 2023

We secured funding from Scope, a charity for equality for disabled people, to enable us to bring our community together following the Covid-19 pandemic which saw our community become increasingly isolated. We will visit clubs, community groups, schools and organisations across England, as well as host livestreamed events. We will share information on raising awareness of loneliness and how to reduce loneliness in our community.

Loneliness in our society is so prevalent that it is now called an epidemic and has become a significant public health issue. Many Deaf people experience chronic loneliness, despite not being physically alone. The shift towards remote access for services has created new communication barriers. Those who are digitally excluded find it much harder to access the support they need. We would like Deaf people in England to know that they are not alone, not forgotten, not neglected, and not excluded. We will do this by improving awareness and understanding about loneliness via accessible resources in BSL, by reducing stigma and prejudice towards loneliness within the Deaf community through community engagement, and with their support, by reaching out to BSL users at risk of chronic loneliness to encourage them to take steps to reduce their loneliness.

Equality & Rights

GLA Voter ID Awareness Campaign – ended March 2023

The BDA was granted short-term funding to deliver a project on behalf of the Greater London Authority (GLA) to raise awareness about the upcoming changes to voting, including the need for official photo ID to vote in BSL. We delivered seven face-to-face information sessions at Deaf groups across London, including Eltham, Camden, Stratford, Harrow, Romford and Hackney, reaching a total of 176 Deaf participants. We also hosted a livestream event with Dr Elisabeth Pop from the GLA.

When we delivered the information about the changes to the voting process by the introduction of Voter ID, all Deaf attendees said they did not know about this change and were grateful that we were ensuring Deaf people had access to this information. At the end of each session, attendees were asked if they understood the process and what ID they would need to take in order to cast their vote. All attendees responded that they had a clear understanding of what ID is required but interestingly approximately 25% said they would still not vote due to the polling stations not being accessible, the lack of communication by political parties with Deaf people and a lack of accessible democratic literacy. Attendees stated while they understood the reasoning behind introducing a Voter ID system and what they would need to bring to vote, 75% of the attendees stated that they would now vote at the next election.

Advocacy & Inclusion

Derbyshire BSL Helpline – started January 2023

We are delighted to secure funding from the National Lottery Community Fund for a new 3-year project to support Deaf communities in Derby and Derbyshire to increase awareness of their rights, to access local services and information in BSL. The BDA will be working closely with six partner organisations who provide information and advice services to the local population. The project will include specialist Deaf equality training for partner organisations, the creation of resources in BSL, detailed information sessions for members of the Deaf community in Derby and Derbyshire so they become more aware of their rights, and the establishment of a BSL Helpline for the Deaf community to ask for information and advice.



BSL Charter and Equality & Rights

The BDA has continued to promote the BSL Charter, advocating for public services to sign up to the BSL Charter, working where possible with local Deaf communities. We carried out work where we scrutinised, mapped and discussed issues from our engagement with members of the Deaf community for the BSL Charter for the Greater London Authority (GLA). A draft report has been completed for their consideration or amendments, along with a series of recommendations for the GLA to adopt. The GLA is making plans in readiness for the Mayor of London to sign the BSL Charter later in 2023.

An audit report with a series of recommendations for Nottinghamshire County Council was completed. The audit included interviewing Nottinghamshire County Council staff and engaging with the members of the local Deaf community, supported by Nottinghamshire Deaf Wellbeing Action Group. Nottinghamshire County Council is now in the process of implementing these recommendations to support their commitment to the BSL Charter. These include a co-production working group with local Deaf representatives and council officers to develop and design local accessible services and supporting the establishment of a Deaf professional Network group for Deaf professionals working in Nottinghamshire and Derbyshire.

We also secured and delivered 18 BSL Equality and Rights Training sessions to various organisations and seven BSL Taster sessions to various organisations.



Equality & Rights

Care and Repair

BDA Cymru were commissioned to deliver an information and referral service between Deaf people and the Wales Care and Repair Service, from March 2021 to March 2025. This includes an advice service, information sessions to Deaf groups, and producing information videos in BSL.

Eight information sessions and consultations were held via Zoom and four video clips were recorded and shared on the BDA Cymru Facebook page. Members of the Deaf community attended alongside a case worker from specific geographical locations. Information was given regarding location-specific services and BSL users were provided with contact details of their local services.



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Advocacy & Inclusion

Advocacy Services for Deaf Adults

The service, funded by The National Lottery Community Fund, advocates with Deaf BSL users to investigate, identify, migrate, and remove where possible, barriers to effective access to public services in Wales.

Key highlights during 2022 – 2023 included:

Individual advocacy casework

137 individuals were supported and empowered, well exceeding our initial target of 60 people. Demand for our service was especially high due to the impact of the cost-of-living crisis. We supported a large number of Deaf people to maximise their income, reduce debt and prepare budgets. Many people made multiple referrals as the Deaf community continues to face barriers in accessing services using BSL. For example, some people struggled with contacting Welsh Water, so we engaged with them. They have now committed to make improvements in 2023/24 and share accessible information with Deaf people.

Information sessions

17 different information sessions were delivered to 203 people across South Wales. We attended four Deaf Clubs to provide accessible information about Care & Repair services. We delivered a Know Your Rights roadshow at Deaf Clubs and via Zoom. We also delivered a session with Diabetes UK and organised an accessible BSL tour of the Greek Orthodox Church in Cardiff.

We held 30 coffee mornings to help Deaf people stay connected as a response to isolation caused by the Covid pandemic. These will cease in the next year as we return to a more normal health situation.

BSL Charter and Equality & Rights

Community forums and consultations

We set up four community forums and consultations involving 86 service users, via online Advocacy Hubs, coffee mornings and in-person sessions discussing issues, such as Care & Repair services and CADW.

We worked with a range of organisations, including Caerphilly County Borough Council, Working Wales, Welsh Water and Tenovus Cancer Care. In each case, we shared feedback from Deaf people and provided information on how to make their services more accessible to BSL users.

Media and communications

As of 31st March 2023, 21 information videos had been produced, covering topics such as diabetes, menopause, energy grants, dentistry, the cost of living for pensioners, the cost of living for disabled people, Universal Credit, Post Office accounts, autumn booster vaccinations, the Discretionary Assistance Fund, National Insurance, tax, fraud, and more. We also updated the Deaf Community on various Welsh / UK news items, such as the hosepipe ban in Summer 2022.

On average, our videos each reached at least 426 people across Wales who directly viewed them on either Facebook or WhatsApp. Our menopause video reached at least 897 people. The real reach is much higher as our videos were shared on by many Welsh Deaf clubs and networks.

British Sign Language

We liaised with a member of the Senedd (Welsh Assembly), Mark Isherwood, who proposed a second motion to call for the Welsh Government to introduce a British Sign Language Act for Wales, which has been passed in December 2022. We also engaged with the Welsh Government and members of the Deaf community based in Wales to collate and publish a comprehensive report of recommendations for the Welsh Government to consider, along with an executive summary of the [full report](#) in BSL.



Community

Deaf Roots and Pride (DRP) Transitions Project

BDA Scotland are delighted to receive funding from The National Lottery Community Fund and The Robertson Trust to deliver a new Deaf Roots & Pride (DRP) Transitions project for three years. This is aimed at Deaf children and young people (aged 8-25 years) who are transitioning from primary to secondary education or from secondary to further education and work in Scotland.



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To date, we recruited 20 Deaf role models to meet 68 Deaf young people through 18 different planned activities at schools online and face-to-face, including practical workshops enabling pupils to learn about different career paths. Four videos were made by Youth Advisory Group members, who interviewed Deaf role models and Deaf young people.

The DRP Transitions Officer provided signposting to support the 18 Deaf young people, in relation to education transitions. In addition, we hosted five workshops for 54 teachers about transitions at schools in Scotland, along with two transitions workshops for 17 parents.

Youth Advisory Group (YAG) & Parents Advisory Group (PAG)

The four representatives from the Youth Advisory Group (YAG) met five times a year, and five representatives from the Parents Advisory Group (PAG) met once a year, to support and shape the DRP transitions work including its web page which hosts all the BSL information videos and photos featuring Deaf role models. Two live-streamed online discussions, Wee BSL Blethers, were hosted by our Youth Advisory Group members. Information about the career paths of 4 Deaf Role Models was also shared.

Jock Young Award

The Jock Young Award 2022 was promoted widely, and 5 Deaf young people were nominated. Our [winner](#) is Morgan Rose Dobbie and the runners-up all received certificates. Morgan was nominated in two categories: Educational and Personal Skills and she achieved many things under each category such as joining her local authorities children and young people's group and teaching BSL to her hearing peers at her mainstream school.

The Deaf Dementia Research Report

"Let's Talk About...", the Deaf Dementia Research Report on Deaf people with dementia and care homes in Scotland was discussed at an online livestream to help provide evidence which could massively improve the living conditions for Deaf people living with dementia in a care home environment.

BDA Scotland held a Deaf Dementia Research Report for Care Homes in Scotland event in Glasgow. The event was attended by many members of the Deaf community, who had the opportunity to learn more about dementia and care homes, and to contribute to valuable discussions on how to make care homes more accessible for Deaf residents. Many people shared their personal experiences, which sparked some very interesting conversations.

Three BSL videos were created to encourage people to think about their loved ones, family members or friends living with dementia in care homes: [Activities](#), [Deaf – All About Me](#), and [Befrienders](#) for Care Homes.

Equality & Rights and British Sign Language

Equality & Human Rights

BDA Scotland received funding from the Scottish Government's Equality and Human Rights Fund to focus on the BSL (Scotland) Act 2015 and the BSL National Plan 2017-2023. This is a three-year project running from October 2022 – September 2024.

Key highlights during 2022 – 2023 included:

BSL videos for Post Covid-19 News Briefings & Local Authorities and NHS boards

BDA Scotland produced 57 BSL videos and 13 livestreams about local authorities and NHS boards. These enabled Deaf BSL users to access the information in their first language, BSL, from a Deaf cultural perspective. They were viewed by over 56,885 people.

BSL Helpline

The BSL Helpline supported 60 clients with 64 enquiries with advocacy, information and advice about, and signposting to, Scotland's Local Authorities and NHS Health Boards.

Consultations

BDA Scotland supported eight responses to the Scottish Government's and Public Services' consultations, to ensure that Deaf BSL users' voices were included to influence strategic-level decision-making.

Community Engagement

BDA Scotland facilitated bridge-building meetings between the Scottish Deaf community and Scottish public services at a number of local Deaf Clubs. 11 representatives of Scottish public services visited 24 Deaf Clubs, reaching a total of 455 Deaf BSL users across the visits.

BDA Scotland provided 14 engagement workshops for 100 public services staff to learn more about how to engage and involve the Deaf community better. BDA Scotland also organised two BSL Tours for 48 Deaf BSL users to learn more about Scottish Culture in BSL.

Twelve monthly live-streamed online discussions, BSL Blethers, were run, with the aim of reducing social isolation, and improving mental health and wellbeing by delivering information on a wide range of topics for the Deaf community from 23 different guest speakers, all of whom were Deaf.

Our **Work:** *Scotland*

Your Views: BSL National Plan 2017 – 2023

BDA Scotland hosted 'Your Views: BSL National Plan 2017 – 2023' in Glasgow. The event was attended by 72 people including Councils, NHS and Deaf community members, and highlighted positive examples of good practice across Scotland where Deaf people are working collaboratively with public services to implement the BSL National Plan. Deaf panellists shared their personal experiences, which sparked some very interesting conversations. This event was an opportunity for people to review the BSL National Plan ahead of the official governmental review, set for October 2023.

Education Scotland – BSL Toolkit for Practitioners

BDA Scotland produced a BSL video summary of the BSL Toolkit for Practitioners, which was developed in partnership between Education Scotland, BDA Scotland and the University of Edinburgh.

Rights for Deaf young people

88 Deaf school pupils from 10 different schools participated in "Knowing Your Rights" training sessions to support them to confidently understand and access their full citizenship and human rights.



Our **Work:** *Northern Ireland*

New Office

The New Year started with an office move for BDA NI to the NICVA Building in Duncairn Gardens, Belfast. Our staff team have now settled into their new office.

Community

Deaf Roots & Pride (DRP) Northern Ireland – ended October 2022

Funded by Children in Need (CiN) Northern Ireland, we provided 19 activities to 111 young Deaf people in Northern Ireland. This was delivered with support by trained Deaf mentors. We created three BSL interview videos with three young Deaf people on how DRP has positively impacted their lives. As part of Voice of Young People in Care (VOYPIC), two young Deaf people who were involved with DRP, shared their experiences and views on young people in care and access to health care in Belfast.

Promoting BSL and ISL in Northern Ireland funded by Sign Language Partnership Group – Started January 2023

Funding from NI's Department for Communities enabled us to deliver our Family Signing in the Home for the eighth year, reaching out to 9 families of Deaf children to teach them sign language.

The second part of the project was Sign Language Teacher Training delivered in partnership with Hands that Talk, included providing a bespoke 6-week course to new and existing Deaf teachers to support them back into the classroom and address the lack of Deaf sign language teachers currently in Northern Ireland. This course was delivered by a Deaf trainer and, although not accredited, was an invaluable resource for Deaf participants to draw on the knowledge and expertise of a Deaf trainer with many years of experience.

Advocacy & Inclusion

Advocacy Services for Deaf Adults

The service, funded by the Department of Health Strategic Planning and Performance Group (SPPG), advocates on behalf of Deaf BSL and ISL users to ensure equal access to health and social care services throughout Northern Ireland.

Key highlights during 2022 – 2023 included:

Personal Advocacy Casework

We supported 116 cases, empowering 94 individuals, with representation to several health and social care practitioners and service providers, to improve practices, provision and access.

Belfast Health and Social Care Trust (BHSCT) Sign Language Users' Forum

Established in May 2021, the Users' Forum, consisting of service users and the carers of service users who are Deaf sign language users and who access Belfast Trust services. The aim is to

Our **Work:** *Northern Ireland*

improve and develop health and social care service provision by tackling inequalities and raising awareness of good practice. The NI Advocacy Service played a key role in supporting Deaf people who receive health care within this Trust area.

Information sessions

We exceeded our targets for Information Sessions, delivering 26 sessions with 324 service users participating. It was great to continue working with the Make the Call Team and Mental Health and Deafness team in delivering sessions on the cost of living. We maintained our partnership with the Women's Resource Development Agency by providing vital information sessions in relation to Breast, Cervical and Bowel Cancer awareness screening. Further information sessions included Menopause & HRT Medication and Healthy Minds, which were also very well received by the local Deaf community.

Community forums and consultations

We set up 11 community forums and consultations involving 76 service users, Advocacy Hubs and coffee mornings discussing a range of health and social care issues. We also co-produced a communication card detailing mask-wearing and how book an interpreter during medical appointments and Care Opinion Consultations.



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Equality & Rights

Deaf Equality Training to staff providing Health and Social Care service

We continued to deliver our BSL / ISL Equality training sessions. 11 training sessions were delivered to 135 participants, including GP practices, nursing staff, consultants, social workers and hospital frontline staff.

In the last quarter of 2022-23, we were able to start delivering training within the Northern Health and Social Care Trust (NHSCT), which was a new opportunity for us. We have established a partnership with the Northern Trust GP Federation, which has proven really beneficial as we were able to hold two sessions, bringing together 34 staff from various GP practices in the northern area. We are currently working with the NHSCT to arrange further training sessions for staff working in this area.

Media and communications

On 31st March 2023, 4 information videos were produced. Topics included:

1. Organ Donation – Daithi's Law in NI
2. What is Advance Care Planning?
3. What is ReSPECT in Advance Care Planning?
4. What is Sepsis?

What is Sepsis? has proven to be our most popular video to date, with a record number of views.

British and Irish Sign Language

Sign Language Week

During Sign Language Week 2023, BDA NI hosted an event in partnership with Belfast City Council at Belfast City Hall. Over 70 people attended, including members of the local Deaf community, representatives from Belfast City Council including the Lord Mayor, HSC staff and partner organisations. It was great to have Sabina Iqbal, one of the BDA's Trustees, join us at the event and speak on behalf of the BDA.

The theme of the event was 'Protecting BSL and ISL' and focused on the development of accessible and inclusive Health and Social Care resources for Deaf sign language users across Northern Ireland. The event showcased accessible resources. After lunch, there were partner keynote speeches and two of our service users shared their lived experiences.

25th Anniversary Celebration

In June 2022, we hosted a celebration event for our 25th Anniversary of BDA in Northern Ireland. This coincided with the launch of the new 999 BSL service. It was fantastic to see other Deaf organisations in attendance as well as representatives from statutory and public services. Various speakers talked about the work of BDA in Northern over the past 25 years, right from the beginning to present day. Two service users shared the impact that BDA services have had on empowering them and building confidence.

BSL & ISL Charter

As part of Derry City and Strabane District Council's commitment to signing the BSL & ISL Charter, the BDA has started this work with an initial visit to the Deaf members at Foyle Deaf Association. This was to explain to the Deaf residents the BSL & ISL Charter and our rights to access public services and to gain some feedback of their experiences accessing services in the Derry City and Strabane areas.



Our **Work:** *Engaging with our members*

Across the diverse Deaf communities in the UK, there is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change to dismantle the barriers that have restricted Deaf people's lives for more than 130 years, ever since the BDA was established.

What roundable participants said



The BDA are “guardians of BSL” – now what? What’s the plan?

BSL Act – what’s next?

Heart of BDA is BSL.

*BSL is my language.
What are you going to
do to preserve it?*

*Now BSL Act is a law –
we need to know what
happens next?*

*Heart of BDA is BSL. Look after BSL as a language.
BDA role is the protection of language as we know Deaf
community knowledge, in the language. If the language
goes then... that is unbearable.*

I am BSL

*BSL teachers in decline. BSL teachers getting older.
Who will teach BSL and learn BSL from.*

*BSL Scotland Act 2015 and now this
year BSL 2022 act. what’s next NI and
Wales – this is BDA strengths.*

We are a language organisation.

BSL to be included the curriculum.

*BDA role is the protection of language as we know
Deaf community knowledge, in the language. If the
language goes then deaf knowledge loss.*

*Need to make BSL a
career for young people.*

Look after BSL as a language.

British Deaf Association

St John's Deaf Community Centre, 258 Green Lanes, London, N4 2HE
www.bda.org.uk | bda@bda.org.uk

Over the next ten years, we will work with Deaf communities to build a grassroots social justice movement. We will set up regional member forums where Deaf people can learn about their shared history, receive training to fully understand their civil rights and feel empowered to become equality activists.

We will seek to learn from our partners in Scotland, where they have had a BSL Act in place since 2015. We will also support BDA Northern Ireland and Wales to achieve their own sign language acts.

We recognise we can't do it alone. We must work together to ensure a shared collective voice that helps to shift attitudes, break down barriers and unlock the potential of the British Deaf communities. Working together, we can achieve meaningful change.

This strategy aims to bring back regional member forums, an updated version of the popular 'branch' model of BDA membership which was raised by so many members during the roundtable series. We will consult with members about the design of these forums as we



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Our **Work:** *Engaging with our members*

prepare to implement the Action Plan which will be ratified at the BDA AGM in November 2023. Together with our members across the country, we can co-produce plans for a national **#BSL2032** movement.

Deaf people and BSL signers are at the heart of everything the BDA does. We recognise that the Deaf community is made up of a diverse cross-section of society, which we as a national organisation need to do more to authentically represent. We acknowledge that the BDA needs to adapt.

The strategy aims to put our members first. We have set out a pledge to work collaboratively with our members, respecting their views and priorities. We will be honest and accountable about our decisions, and equal, fair and inclusive in our approach. We want members to be proud of the BDA and feel that the work we are doing makes a difference to their lives. We deeply value their support.

We believe that the way to make this new strategy a genuine success is to win the support of our colleagues, members, stakeholders, Trustees and staff. Nothing about us, without us – all of us!

“Deaf people are the experts of our own lives. As self-advocates, we have the potential to contribute expertise, skills and experience that enrich our societies and make them more just, inclusive, and prosperous.”
Dr Robert Adam, Chair of the BDA Board of Trustees



Our **Work:** *Strengthening our infrastructure*

European Union of the Deaf (EUD)

Our former Chair, David Buxton OBE, successfully stood for election to join the EUD Board of Trustees in November 2022. We wish David every success in his new role.

Review of our Articles of Association

Work commenced on this during 2021-2022, and, following a consultation and Q&A event, the revised Articles were unanimously passed at the last AGM on 30th April 2022.



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Finance

We completed the overhaul and modernisation of our finance system and infrastructure to ensure the continued prudent management of our funds. This included the Sage Cloud migration and archiving data to enable the system to run faster.

Human Resources

We migrated all our manual HR data over to an online platform called Breathe HR. Breathe is an automated people-management system that is designed to reduce HR admin. The system allowed us to bring all our people-data together in one secure place while allowing staff to log sickness, request holidays, update personal information, view documents and much more.

Fundraising

During the roundtable series, members raised concerns about the financial stability of the organisation. Members wanted to see the BDA thrive and bring in a sustainable income, moving away from the dependence on legacies. We listened and commissioned a fundraising consultant to analyse the BDA's income over the past 5 years.

Their report outlined that the financial health of the BDA is very dependent on the receipt of a small number of legacies each year. The BDA's proactive income generation is largely project-based. The charity has been successful in securing National Lottery funding (for all four countries) and Government funding, particularly in Scotland and Northern Ireland. The BDA receives some charitable trust funding on a project basis, but this is significantly less than some other charities in the Deaf space receive. BDA receives very little unrestricted income from small trusts.

The BDA is a membership organisation but has neither membership income nor an individual giving programme. Individuals, nevertheless, continue to make donations to the charity. There are low hundreds of individuals making donations in the region of c£20k p.a. currently, without any active promotion.

The key factor holding back the growth of the BDA's fundraising income is the lack of clear focus and strategic direction. There are too many ad-hoc activities and too much chasing of money without a clear sense of priorities and long-term goals.

A five-year Fundraising Plan was produced, building on and leveraging our relationship with the community and those who are engaged with our cause. It recommends we:

Our **Work:** *Strengthening our infrastructure*

- ◆ Develop an overall fundraising strategy with five-year income and expenditure targets
- ◆ Develop new fundraising approaches
- ◆ Develop a more strategic approach to funding
- ◆ Develop a BDA Case for Support for both the Deaf Community and other potential funders
- ◆ Have clear accountabilities for funding and communications
- ◆ Develop a full cost recovery model for funding
- ◆ Develop the BDA's digital capabilities
- ◆ Develop the systems and processes to support fundraising including successfully implementing the new CRM
- ◆ Invest in fundraising and communications staffing

Customer Relationship Management system (CRM)

The BDA had a very limited CRM in place, and it was part of a disjointed and disconnected data management and data processing infrastructure.

Following a commissioning process, we kicked off 2023 with the transformation of our CRM and recording systems by commissioning Beacon CRM solution to enable the BDA to manage the following functions:

1. Fundraising
2. Marketing
3. Client/Programme Management

Tracking grant income, improving communication with supporters and members and developing fundraising channels including online fundraising have all been identified as priorities. Managing service user interventions and engagement is also important for the BDA, to help us better serve our members' needs. In addition to improving efficiency, having evidence-based statistics and analytics that demonstrate the impact of our work will support decision making and provide the information and data required for funding submissions and regulators.

The next phase of the plan is outlined as follows:

Phase 2 will see the migration of donor data and fundraising implementation.

Phase 3 will consist of staff training before we go live.

Upon completion, Beacon will be used for the following features:

1. Record management
2. Prospect and donor development
3. Engagement
4. Communications and donor relations
5. Gift and pledge management
6. Reporting
7. Client/programme management

All this work was made possible by the very generous legacies left to the BDA enabling us to lay down the foundations to strengthen the BDA to deliver our strategic vision over the next 10 years.

Financial Review

The financial year continued to provide both the BDA and charities in general with challenges in raising income. In the financial year 2022-23, total income increased by £26,564 to £1,531,952 (2021-22: £1,505,388)

Legacies remain an unpredictable income source which should not be relied upon. In this financial year there was a decrease of £61,172 in legacies receivable to £533,586 (2021-22: £594,758)

The BDA's surplus for 2022-23 stands at £436,758 (2021-22 surplus: £761,370). General funds increased by £451,568 to £1,001,250 which represents 6.1 months of the annual expenditure budget for 2022-23.



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Income

Total income increased by 1.7% from £1,505,388 in 2021-22 to £1,531,952 in 2022-23.

Legacy income totalled £533,586 in 2022-23 (2021-22: £594,758) representing 34.8% of total income (39.5% in 2021-22).

Expenditure

During 2022-23, 93.1p of every £1 of total expenditure was spent on direct costs towards empowering Deaf people (2021-22: 81.1p of every £1). The remaining 6.9p in every £1 (2021-22: 18.9p) went towards other costs such as fundraising, organisational governance and our European and international work.

Expenditure increased during the year by £351,176 to £1,095,194 (2021-22 total: £744,018) with the investment of a new CRM, launch of a new Sign Language Week 2023 campaign and the development of a fundraising plan from designated funds.

The breakdown of expenditure on charitable activities as a proportion of total charitable activities costs are as follows:

Charitable Activity	% of charitable activity costs 2023	% of charitable activity costs 2022
Deaf Access and Inclusion projects	23.8%	36.9%
Deaf Community Advocacy projects	25.2%	25.3%
BSL Media and Deaf Community Development projects	25.2%	15.5%
Deaf Children, Youth and Families projects	12.0%	15.2%
Sign Language and Training projects	6.9%	3.7%
Policy and Campaigns	6.9%	3.4%

Funds



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Total funds were £2,167,143 (2021-22: £1,730,385), of which £1,001,250 related to general funds (2021-22: £549,682) and £302,757 (2021-22: £303,000) in the Pension Reserve. A further £199,693 has been set aside for organisational and Deaf Community development by way of designated funds (2021-22: £250,000).

Regarding our Pension liability debt, the new plan requires the charity to make deficit reduction payments of £47,810 per year to 2025, and, to pay scheme administration expenses of £53,441 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The Board has maintained its policy of covering the total cost of these repayments from unrestricted funds, thereby providing reassurance to funders that project grants will not be used to service the Pension Debt contributions. In the 2022-23 accounts, the BDA has a Pension Fund Reserve of £302,767, compared to £303,000 (2021-22).

There are a number of restricted funds that have supported specific BDA activities over the past year. (See note 14.) Total restricted funds have increased by £35,740 to £663,443 (2021-22 total: £627,703).

Plans for using the BDA reserves over the next 3 years

The 2022-23 financial statements show a surplus of £436,758 (2021-22: £761,370).

Our general funds have increased from £549,682 in 2021-22 to £1,001,250 in 2022-23.

Income and existing project grants have been designated for, and will continue to underpin, key areas of work such as Deaf Community Advocacy, Deaf Access and Inclusion, Deaf Children and their Families, and the increased use and visibility of sign language presentations and videos through our social media platforms.

Reserves	2022-23	2021-22
Current Project Grants	£222,115	£146,806
Legacies/ADAs Funds	£441,328	£480,897
Total Restricted Funds	£663,443	£627,703
Designated: Development Fund	£199,693	£250,000
Designated: Pension Deficit Fund	£302,757	£549,682
General Funds	£1,001,250	£549,682
Total Unrestricted Funds	£1,503,700	£852,682

Financial Review

The BDA will continue to carefully monitor its reserves. In 2023, we continued to prioritise securing project funding for Deaf community projects – particularly given the need to provide additional support through visual language communication in our first language, BSL.

The current reserves policy as agreed by the Trustees is a minimum of 50% of annual expenditure or 6 months running costs in the current financial year, in order to preserve the BDA's cash flow and to meet any unexpected contingencies. Based on the 2023-24 budget, a 50% target would require a reserve of £810,000 in unrestricted general funds. The present level of free reserves (excluding the pension reserve and fixed assets) of £995,856 (2021-22: £548,034) now available to the charity is a significant increase on the previous year's figures and is in excess of the 50% target level.

In addition to the free reserves, £302,757 has been set aside to meet our future Pension Liability obligations for the next two years, to 2025.

Review comments continue on page 52



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Thank you for your support

Our big thanks to the following organisations for all their voluntary and/or financial contributions towards the *BSL Act Now!* Campaign:

Black Deaf UK, iBSL, NDCS, NRCPD, Signature, SignHealth, RAD, RNID and our 56 volunteers.

Signature



Our thanks also to those who made generous donations and remembered the British Deaf Association in their Wills.

Thank you to Funders

Grateful thanks to the following funders for their generous support of our work:

- ◆ Scope
- ◆ Smart Energy GB
- ◆ Greater London Authority (GLA)
- ◆ BBC Children in Need – Black Country
- ◆ National Lottery Community Fund
- ◆ National Lottery Community Fund – Wales
- ◆ Welsh Government
- ◆ Care & Repair Cymru
- ◆ Scottish Government
- ◆ National Lottery Community Fund – Scotland
- ◆ The Robertson Trust
- ◆ Life Changes Trust
- ◆ BBC Children In Need – Northern Ireland
- ◆ Northern Ireland Department for Communities
- ◆ Northern Ireland Department for Communities
- ◆ Northern Ireland Health & Social Care Board
- ◆ The Privy Purse Charitable Trust
- ◆ Bringing Our Community Together – England
- ◆ Cost of Living (smart meters) – England
- ◆ Voter ID Awareness Campaign – England
- ◆ Deaf Roots & Pride – England
- ◆ Derbyshire BSL Helpline – England
- ◆ Advocacy, Access and Inclusion – South Wales
- ◆ BSL Charter audit – Wales
- ◆ Equality & Rights project – Wales
- ◆ BSL (Scotland) Act 2015 – various projects
- ◆ Deaf Roots and Pride Transitions – Scotland
- ◆ Deaf Roots and Pride Transitions – Scotland
- ◆ Dementia and Research projects – Scotland
- ◆ Deaf Roots and Pride – Northern Ireland
- ◆ Family Signing in the Home – Northern Ireland
- ◆ Languages Capital Fund – Northern Ireland
- ◆ Deaf Advocacy Service – Northern Ireland
- ◆ BDA support services

Our special thanks to our corporate sponsors towards the BDA's inaugural BSL Conference, which was held on 17th March 2023 in London, in particular, our headline sponsor **SignVideo** as well as **Bellman, SignLive, Interpreting Matters, Royal School for the Deaf Derby, Involve** and **Signly**.



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We would like to extend our grateful thanks to SignLive for nominating the BDA as their Charity of the Year between March 2022 and March 2023. They raised an incredible **£33,473.63** by taking part in several fundraising events. SignLive's staff Tina Costi ran the London Marathon in October 2022 and SignLive's CEO Steve Beck did the Kiltwalk. We will be forever grateful to SignLive for their amazing support.

Structure, Governance and Management

The Trustees, who are also directors of the charitable company for the purposes of the Companies Act 2006, present their report and accounts for the year ended 31st March 2023.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, applicable law, and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2019.

The British Deaf Association is constituted as a company limited by guarantee and is registered for charitable purposes with the Charity Commission and also with the Office of the Scottish Charity Regulator (OSCR). The charity's governing document is the Memorandum and Articles of Association. The charity's full name is 'The British Deaf Association' (referred to herein as 'the BDA').

The governing body of the charity, the Board of Trustees, is responsible for the administration of the BDA.

The BDA is incorporated in England and Wales and is governed by a Board of Trustees, listed on page 1, who are elected every three years by members. The Trustees are provided with key information on appointment such as Trustee Handbook and Charity Commission booklet CC3. They are also required to attend a full Trustee Induction Away Day or Weekend.

Management is delegated to the CEO, who works with a team of managers, and who are responsible for delivering the full range of the BDA's activities. The Board and CEO meet and agree the Charity's strategic intentions.

The report resultant of these discussions is a reference point for all projects and developments.

The Board determines the remuneration of the CEO on an annual basis and in doing so, they benchmark salaries across comparable salaries with similar sized organisations within the sector, consider the external environment and also the current financial position of charity itself.

Public benefit statement

The Trustees confirm that they have referred to the guidance contained in section 17 of the Charities Act 2011 on public benefit when reviewing the Charity's objectives and activities and in planning future activities. Our overview and achievements section from page 4 to 9 reflects the scope of our activities.



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Statement of Responsibilities of the Trustees

Statement of Trustees responsibilities

The Trustees (who are also directors of British Deaf Association for the purposes of Company Law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under Company Law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities SORP 2019 (FRS 102);
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts;
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure the financial statements comply with the Companies Act 2006 Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as the Trustees are aware:

- ◆ there is no relevant audit information of which the charitable company's auditor is unaware; and,
- ◆ the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to Disclosure to our Auditors

Auditors

Price Bailey LLP were appointed auditors to the company in accordance with section 485 of the Companies Act 2006.

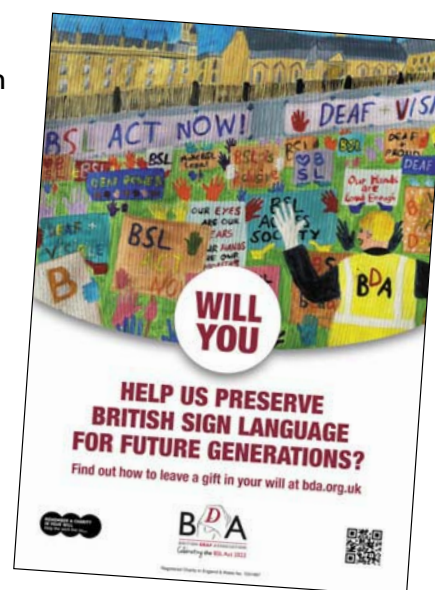
Fundraising

Staff employed by British Deaf Association carry out the majority of our fundraising activities. For some activities, we work with freelancers to assist with our fundraising. All arrangements are governed by written agreements that cover the responsibilities of each party and ensure that anyone working on our behalf adheres to our strict ethical standards.

The British Deaf Association is registered with the Fundraising Regulator and complies with the Code of Fundraising Practice and the Fundraising Promise. No instances of non-compliance with any relevant regulations or guidelines have been identified, and nor have we received any complaints about our fundraising activities (2021-2022: none).

A significant proportion of our income is received from donation and legacies. When seeking to raise money from the public, we only send marketing material to those who have previously said they are happy to be contacted by us (and individuals are free to change their minds at any time). We take great care to ensure that our level of communication with our supporters is proportional and appropriate. In the past fifteen years we have not engaged in telephone marketing or in raising money from door to door or street collections.

For the first time, we joined the Remember A Charity scheme in 2022, calling on our members and supporters to remember the BDA in their Will.



Principal risks and uncertainties

The principal risks faced by the charity are the unpredictable legacy income, need to sustain its contributions to the Pension Trust, fall in donations, and pressure on funders due to the cost-of-living crisis and coming out of the Covid-19 pandemic which, in turn, have created challenges for the charity to secure funds. We have a risk register that is reviewed and updated annually. In addition, the charity has a Business Continuity Plan that covers how the BDA identifies key activities, evaluates risks, and considers and plans for Business Continuity in the event of an unplanned/emergency event which affects our ability to function normally.



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people around us, if our hands are not tied by unnecessary and discriminatory language and communication barriers.

Building on the groundbreaking BSL Act (Scotland) in 2015, BSL now has official status across the whole of Great Britain with the BSL Act (2022). Legislation is finally in place that recognises BSL and commits the Government to actively promote and facilitate its use.

The hard work starts now. We will begin to build the **#BSL2032** movement. We need to deliver our vision for a world in which Deaf people no longer struggle, but instead positively thrive from birth to old age, playing a full part in British society, and British Sign Language is promoted, protected and preserved for future generations.

The 10-year Strategic Vision, [Taking BSL Forward](#), takes as its starting point the date at which the BSL Act, which recognised British Sign Language as a language of Great Britain in law for the very first time, received Royal Assent: 28 April 2022.

That date will now be celebrated annually as National BSL Day.



Small Company Exemptions

The report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

On behalf of the Board of Trustees

Chair: 
.....
Dr Robert Adam

Date: **31 August 2023**

Independent Auditors' Report

Opinion

We have audited the financial statements of British Deaf Association (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities (including income & expenditure account), the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.



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In our opinion the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' (who are also the directors of the company for company law purposes) use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties

Independent Auditors' Report

relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- ◆ the information given in the Trustees' report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

Independent Auditors' Report

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- ◆ adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- ◆ the financial statements are not in agreement with the accounting records and returns; or
- ◆ certain disclosures of directors' remuneration specified by law are not made; or
- ◆ we have not received all the information and explanations we require for our audit or
- ◆ the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users

Independent Auditors' Report

taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates and considered the risk of the charitable company not complying with the relevant laws and regulations including fraud; in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting and tax legislation. In relation to the operations of the charitable company this included compliance with Companies Act 2006, Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- ◆ Review of legal fees incurred;
- ◆ Reviewing minutes of Trustee Board meetings;
- ◆ Agreeing the financial statement disclosures to underlying supporting documentation;
- ◆ Enquiring of management, including those charged with governance;
- ◆ Reviewing key accounting policies and estimates

To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates. Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance-ethics/auditors-responsibilities-for-the-audit>

This description forms part of our auditor's report.

Independent Auditors' Report

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's Trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Cooper-Davis FCCA ACA (Senior Statutory Auditor)

For and on behalf of:

Price Bailey LLP

Chartered Accountants

Statutory Auditors

24 Old Bond Street

London

W1S 4AP

22 December 2023

Statement of Financial Activities

	Notes	General Funds £	Designated Funds £	Unrestricted Funds £	Restricted Funds £	2023 Total £	2022 Total £
Income							
Donations and legacies	2	652,934	-	652,934	725	653,659	662,902
Other trading activities		42,128	-	42,128	-	42,128	15,270
Investment income		1,764	-	1,764	-	1,764	13
		696,826	-	696,826	725	697,551	678,185
Income from charitable activities	3	133,374	-	133,374	701,027	834,401	827,203
Total income		830,200	-	830,200	701,752	1,531,952	1,505,388
Expenditure							
Raising funds							
Fundraising costs		39,779	-	39,779	-	39,779	10,443
Charitable activities							
Costs of charitable activities		339,096	50,307	389,403	666,012	1,055,415	733,575
Total expenditure	4	378,875	50,307	429,182	666,012	1,095,194	744,018
Net income / (expenditure)		451,325	(50,307)	401,018	35,740	436,758	761,370
Transfers between funds	1	-	-	-	-	-	-
Net movement in funds		451,325	(50,307)	401,018	35,740	436,758	761,370
Funds at 31 March 2022		852,682	250,000	1,102,682	627,703	1,730,385	969,015
Funds at 31 March 2023		1,304,007	199,693	1,503,700	663,443	2,167,143	1,730,385

All movements derive from continuous activities during the above financial year.

The notes on pages 56 to 73 form part of these financial statements.

Balance Sheet

	Notes	£	2023 £	£	2022 £
Fixed assets					
Tangible fixed assets	9		5,394		1,648
Current assets					
Debtors	10	789,468		733,806	
Cash at bank and in hand		1,676,538		1,258,598	
		2,466,006		1,992,404	
Creditors: amounts falling due within one year	11	(268,407)		(180,249)	
Net current assets			2,197,599		1,812,155
Creditors: amounts falling due within one year	12		(35,850)		(83,418)
Total assets less current liabilities			2,167,143		1,730,385
Funds					
Restricted funds	14		663,443		627,703
Unrestricted funds					
– Designated funds	15		199,693		250,000
– General Funds			1,001,250		549,682
– Pension Reserve			302,757		303,000
Total funds			2,167,143		1,730,385

The financial statements have been prepared in accordance with special provisions applicable to companies subject to the small companies' regime. Approved by the Board of Trustees on 31st of August 2023 and signed on its behalf by:



Dr Robert Adam (Chair)

Company Registration No. 2881497

The notes on pages 56 to 73 form part of these financial statements.

Statement of Cash Flows

	Notes	2023 £	2022 £
Cash flow from operating activities			
Net cash provided by operating activities	A	424,170	308,542
Cash flow from investing activities			
Purchase of tangible fixed assets	9	(6,230)	-
Net cash used by investing activities		-	-
Change in cash and cash equivalents in the year		417,940	308,542
Cash and cash equivalents at 1 April 2022		1,258,598	950,056
Cash and cash equivalents at 31 March 2023		1,676,538	1,258,598
Notes to the cash flow statement for the year 31 March 2023			
A – Reconciliation of net movement in funds to net cash flows from operating activities			
		2023 £	2022 £
Net movements in the funds for the year		436,758	761,370
Depreciation charge		2,484	1,649
(Increase) in debtors		(55,662)	(225,860)
Increase/(Decrease) in creditors		40,590	(228,617)
Net cash provided by operating activities		424,170	308,542
B – Analysis of cash and cash equivalents			
Cash at bank and in hand		1,676,538	1,258,598

The notes on pages 56 to 73 form part of these financial statements.

I Accounting policies

I.1 BASIS OF PREPARATION

The financial statements have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” effective from 1 January 2019. The charity is a public benefit entity as defined by FRS 102. The functional currency for these financial statements is £ sterling.

The charity had a dormant subsidiary company, Big D Company Limited, whose registered office was St. John’s Deaf Community Centre, 258 Green Lanes, London N4 2HE. The company has been dormant for many years. Following the decision of the Trustees to close this entity, it was subsequently dissolved on 24 January 2023. The charity has not prepared consolidated accounts as inclusion of the results of its subsidiary undertaking, Big D Company Limited, as it would not be material to the consolidated financial statements.

I.2 GOING CONCERN

The Trustees of the charity have considered their obligations to prepare these financial statements on an appropriate basis, having specific regard to the charity’s unrestricted funds at 31 March 2023, which includes its closed multi-employer defined benefit pension scheme that was previously available to participating staff. The charity’s funding commitment to the pension scheme remains long term, however at the 31 March 2023 the pension scheme reserves are in surplus. Therefore overall, unrestricted funds are considered adequate to meet all working capital needs for the foreseeable future.

As set out in more detail under the ‘Plans for the future’ section of the Trustees’ report, the Trustees have agreed to make a number of investments to ensure the charity increases its income over the medium to long term, as well as having the infrastructure to support the charity’s growth. Going concern is dependent on future income continuing at an acceptable level and the Trustees are confident that this remains achievable.

Therefore, at the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing these financial statements.

I.3 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

To be able to prepare financial statements in accordance with FRS 102, the charity must make certain estimates and judgements that have an impact on the policies and the amount reported

Notes to the Financial Statements

in the annual accounts. The estimates and judgements are based on historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made. The items in the accounts where these judgements have been made include;

- ◆ Estimating the liability related to the pension deficit repayment plan, the full liability is not included in the accounts as a multi-employer scheme and BDA share is not known.

I.4 INCOME

Income for both restricted and unrestricted funds are recognised in full in the Statement of financial activities in the year in which they are receivable. Voluntary income is received by way of legacies and donations and is included in full in the Statement of financial activities when receivable. Volunteer time is not included in the financial statements.

Legacies are recognised at the earlier of actual receipt or on receipt of Estate accounts which confirm the BDA's entitlement to receive the funds, the probability of receipt and provide an accurate measure of the legacy. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Recognition is not taken for legacies subject to a life interest as they do not meet the SORP's recognition criteria.

Investment income is recognised on a receivable basis. All grants (including from government) are accounted for when the charity has entitlement to the funds, and performance related conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

I.5 EXPENDITURE

The costs of raising funds relate to the costs incurred by the charitable company in raising funds for its charitable work. Governance costs are primarily associated with constitutional and statutory requirements. Expenditure is recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered. Resources expended are allocated to the activity where the cost relates directly to that activity. Other costs represent the cost of charitable activities that cannot be directly attributed (Directors, Administration, Finance, Human Resources and Information Technology) but which are incurred to deliver our services are apportioned across other activities on the basis of their use of those resources.

I.6 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated at cost less depreciation. Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in

Notes to the Financial Statements

use. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life using the straight-line method. The depreciation rates in use are as follows:

Computer equipment	2 years
Fixtures, fittings & equipment	2 years

1.7 LEASING AND HIRE PURCHASE COMMITMENTS

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of financial activities in the year in which they fall due.

1.8 CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 PENSIONS

The charitable company participates in a multi-employer pension scheme, the Pension Trust's Growth Plan. The assets of the Scheme are held in an independently administered fund. (see note 14). In accordance with FRS 102 section 28, the SOFA includes;

- ◆ The cost of benefits accruing during the year in respect of current and past service (charged against net income).
- ◆ The increase in the present value of the scheme's liabilities arising from the passage of time (also charged against net income:

The charity also has a defined contribution pension scheme for existing staff. The amount charged in the Statement of financial activities in respect of the defined contribution pension scheme is the contributions payable in the year. All allocations (income or expenditure) arising from the pension schemes are charged to unrestricted funds.

1.10 ACCUMULATED FUNDS

Unrestricted funds are donations and other income receivable or generated for the objects of the charity.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of support costs. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Notes to the Financial Statements

I.11 CONSTITUTION, ADDRESS AND LEGAL STATUS

The British Deaf Association is a private company limited by guarantee incorporated in England and Wales (company registration number 2881497), and also a registered charity (charity registration number 1031687, England and Wales, SCO42409, Scotland). The registered office is, St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. The charitable company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

I.12 FUNCTIONAL CURRENCY

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

I.13 FINANCIAL INSTRUMENTS

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Fixed assets are recorded at depreciated historical cost and all other assets and liabilities are recorded at cost which is their fair value.

Notes to the Financial Statements

2 Donation and Legacies

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £
Donations and gifts	119,348	-	725	120,073
Legacies receivable	533,586	-	-	533,586
Total	652,934	-	725	653,659

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £
Donations and gifts	66,584	-	1,560	68,144
Legacies receivable	594,758	-	-	594,758
Total	661,342	-	1,560	662,902

3 Charitable Activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £
Sign Language Projects	-	-	3,325	3,325
Deaf Children, Youth and Families Projects	-	-	84,855	84,855
Deaf Community Advocacy Projects	-	-	259,114	259,114
Deaf Community Development	-	-	54,705	54,705
Deaf Access and Inclusion Projects	-	-	299,028	299,028
Others	133,374	-	-	133,374
Total	133,374	-	701,027	834,401

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £
Sign Language Projects	-	-	18,976	18,976
Deaf Children, Youth and Families Projects	-	-	107,861	107,861
Deaf Community Advocacy Projects	-	-	202,817	202,817
Deaf Community Development	-	-	145,190	145,190
Deaf Access and Inclusion Projects	-	-	283,833	283,833
Others	68,526	-	-	68,526
Total	68,526	-	758,677	827,203

Included within income from charitable activities are government grants received amounted to £375,939 (2022: £382,752). There were no unfulfilled conditions or other contingencies attaching to these grants (2022: none).

Notes to the Financial Statements

4 Expenditure

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £
Costs of raising funds	39,779	-	-	39,779
Charitable expenditure	389,160	-	666,012	1,055,172
Other – pension scheme costs	243	-	-	243
Total	429,182	-	666,012	1,095,194

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £
Costs of raising funds	10,443	-	-	10,443
Charitable expenditure	110,766	-	735,324	846,090
Other – pension scheme costs	(112,515)	-	-	(112,515)
Total	8,694	-	735,324	744,018

	Staff costs £	Depreciation £	Other costs £	Total 2023 £
Costs of raising funds	21,587	-	18,192	39,779
Charitable activities:				
Direct costs	515,477	-	163,277	678,754
Support costs	40,463	2,484	298,984	341,931
Governance costs	1,998	-	32,489	34,487
	557,938	2,484	494,750	1,055,172
Other expenditure:				
Pension finance charges	2,478	-	-	2,478
Remeasurements of scheme valuation	(2,235)	-	-	(2,235)
Pension scheme administration expenses	-	-	-	-
Total	579,768	2,484	512,942	1,095,194

	Staff costs £	Depreciation £	Other costs £	Total 2023 £
Costs of generating funds	8,523	-	1,920	10,443
Charitable activities:				
Direct costs	464,536	-	171,117	635,653
Support costs	91,318	1,649	94,128	187,095
Governance costs	108	-	23,234	23,342
	564,485	1,649	290,399	856,533
Other expenditure:				
Pension finance charges	3,451	-	-	3,451
Remeasurements of scheme valuation	(156,862)	-	-	(156,862)
Pension scheme administration expenses	40,896	-	-	40,896
Total	451,970	1,649	290,399	744,018

Notes to the Financial Statements

Analysis of charitable expenditure

	Direct		Indirect		Total 2023 £
	Staff costs £	Other costs £	Staff costs £	Other costs £	
Sign Language Projects	-	170	7,717	12,839	20,726
Deaf Children, Youth and Families	65,712	19,422	4,589	33,082	122,805
Deaf Community Advocacy Projects	151,589	78,254	(1,669)	28,561	256,735
Deaf Community Development	60,939	463	(1,669)	19,294	79,027
Policy and Campaigns	25,721	10,146	17,104	17,700	70,671
Deaf Access and Inclusion	133,919	51,682	4,171	53,252	243,024
Publication, Membership & Communications	(40)	8,594	4,589	57,001	70,144
Deaf Training Projects	29,594	182	1,460	18,764	50,000
BSL Media, Governance, Access to Work and Others	48,043	(5,636)	4,171	95,462	142,040
Total	515,477	163,277	40,463	335,955	1,055,172

	Staff costs £	Other costs £	Staff costs £	Other costs £	Total 2022
Sign Language Projects	(1,333)	21,017	10,877	(373)	30,188
Deaf Children, Youth and Families	73,607	21,554	9,707	20,241	125,109
Deaf Community Advocacy Projects	147,890	30,638	7,368	22,330	208,226
Deaf Community Development	36,909	77,225	7,368	8,998	130,500
Policy and Campaigns	140	15,351	14,385	(2,085)	27,791
Deaf Access and Inclusion	169,838	99,318	11,549	22,975	303,680
Publication, Membership & Communications	-	4,222	9,977	4,422	18,621
Deaf Training Projects	(19,280)	(37,035)	8,538	1,555	(46,222)
BSL Media, Governance, Access to Work and Others	56,765	(61,172)	11,657	40,947	48,197
Total	464,536	171,118	91,426	119,010	846,090

Analysis of support costs

	2023 £	2022 £
Premises and related costs	85,620	43,596
Travel and accommodation	37,373	15,079
Office costs	76,200	56,887
Training and related costs	-	3,330
Governance costs	34,487	23,342
Consultancy	101,925	83,095
Other costs	177,337	65,070
Total	512,942	290,399

Notes to the Financial Statements

5 Cost of raising funds

Other costs comprise:	2023 (3)	2022 (3)
Costs of generating donations and legacies	18,192	1,920
	18,192	1,920

6 Governance costs

Other governance costs comprise of:	2023 (3)	2022 (3)
Audit fees	13,857	11,145
Legal and professional fees	-	5,454
Trustees' costs (including staff costs)	20,630	6,743
	34,487	23,342

Included within Trustees' costs is £5,222 (2022: £4,166) paid to 5 (2022: 2) Trustees, with respect to reimbursement of travel, hotel and subsistence expenses relating to the business of the charity. None of the Trustees (or any persons connected with them) received any remuneration during the year (2022: £Nil).

7 Employees

The average head count of employees during the year was:	2023	2022
Deaf Community Advocacy	5	6
Deaf Community Development	10	3
Deaf Access and Inclusion	-	5
Deaf Children, Youth and Families	2	15
BSL and Deaf Films Development	-	2
BDN / BSL Media and Communications	3	2
Policy and Campaigns	1	-
Support Staff	3	3
Secondment	1	1
	25	36

Notes to the Financial Statements

8 Employment costs

	2023 (£)	2022 (£)
Wages and salaries	471,720	426,873
Social security costs	37,096	29,584
Redundancy costs	-	1,990
Other pension costs	15,192	16,483
Sub total	524,008	474,930
Other staff related costs	55,517	89,555
FRS 102 Valuation movement on defined benefit scheme	243	(112,515)
Total	579,768	451,970

There were no employees whose annual emoluments were £60,000 or more (2022 – Nil). The key management and personnel of the charity is the Chief Executive (who started from January 2022). Total remuneration with respect to key management and personnel amounted to £57,303 (2022: £10,000).

9 Tangible fixed assets

Costs	Computer equipment £	Fixtures, fittings & equipment £	Total Total £
At 1 April 2022	85,980	12,710	98,690
Additions	6,230	-	6,230
At 31 March 2023	92,210	12,710	104,920
Depreciation			
At 1 April 2022	84,332	12,710	97,042
Charge for the year	2,484	-	2,484
At 31 March 2023	86,816	12,710	99,526
Net book value			
At 31 March 2023	5,394	-	5,394
At 31 March 2022	1,648	-	1,648

10 Debtors

	2023 (£)	2022 (£)
Trade debtors	72,160	47,385
Other debtors	669,033	631,009
Prepayments and accrued income	48,275	55,412
	789,468	733,806

Notes to the Financial Statements

11 Creditors: amounts falling due within one year

	2023 (£)	2022 (£)
Trade creditors	80,342	12,879
Taxation and social security costs	607	6,159
Other creditors	-	2,211
Deficit repayment plan on multi-employer pension scheme	47,811	47,811
Accruals and deferred income (see below)	139,647	111,189
	268,407	180,249

Included within creditors: amounts falling due within one year are the following movements in deferred income;

	2023 (£)	2022 (£)
Deferred income brought forward	24,654	59,733
Income deferred in the year	124,397	24,654
Deferred income released from prior year	(24,654)	(59,733)
Deferred income carried forward	124,397	24,654

Deferred income is disclosed in the financial to show to what extent income has been received by the charity but recognised as income in a future accounting period. Income deferred relates to grants received in the current year but which relate to a future period.

12 Creditors: amounts falling due after one year

	2023 (£)	2022 (£)
Deficit repayment plan on multi-employer pension scheme	35,850	83,418

13 Pension and other post-retirement benefit commitments

The company participates in a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a de-fined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

Notes to the Financial Statements

The company participates in a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally re-quired to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out on 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

DEFICIT CONTRIBUTIONS

From 1 April 2022 to 31 January 2025	£3,312,000 per annum	Payable monthly

Unless a concession has been agreed with the Trustee, the term to 31 January 2025 applies.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2023 (£000s)	31 March 2022 (£000s)	31 March 2021 (£000s)
Present value of provision	84	131	395

Notes to the Financial Statements

RECONCILIATION OF OPENING AND CLOSING POSITIONS

	Year Ending 31 March 2023 (£000s)	Year Ending 31 March 2022 (£000s)
Provision at start of period	131	395
Unwinding of the discount factor (interest ex-pense)	2	3
Deficit contribution paid	(47)	(151)
Remeasurements – impact of any change in assumptions	(2)	(3)
Remeasurements – amendments to the contribution schedule	-	(113)
Provision at end of period	84	131

INCOME AND EXPENDITURE IMPACT

	Year Ending 31 March 2023 (£000s)	Year Ending 31 March 2022 (£000s)
Interest expense	2	3
Remeasurements – impact of any change in assumptions	(2)	(3)
Remeasurements – amendments to the contribution schedule	-	(154)
Scheme administration expenses	(53)	41
Total	(53)	(113)

ASSUMPTIONS

	31 March 2023 % per annum	31 March 2022 % per annum	31 March 2021 % per annum
Rate of discount	5.52	2.35	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions. The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTION SCHEDULE

Year Ending	31 March 2023 (£000s)	31 March 2022 (£000s)	31 March 2021 (£000s)
Year 1	48	48	151
Year 2	40	48	156
Year 3	-	40	161
Year 4	-	-	138

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises. It is these contributions that have been used to derive the company's balance sheet liability.

The company also operates a defined contribution pension scheme. The assets of the scheme are held in a separate fund from the company. Amounts charged during the year from this scheme are £15,192 (2022: £16,483) and the amount outstanding on 31 March 2023 was £Nil (2022: £2,080).

Notes to the Financial Statements

14 Restricted Funds

MOVEMENT IN FUNDS

	Balance at 1 April 2022	Income	Expenditure	Transfer	Balance at 31 March 2023
	£	£	£	£	£
Legacies / ADAs	480,897	-	39,569	-	441,328
Current Project Grants	146,806	701,752	626,443	-	222,115
Total	627,703	701,752	666,012	-	663,443

LEGACIES / ADAs

Local Group Legacy Funds	136,613	-	39,569	-	97,044
Youth Funds	4,416	-	-	-	4,416
Scotland Funds	54,259	-	-	-	54,259
Greater London Funds	40,000	-	-	-	40,000
Research Funds	69,774	-	-	-	69,774
Holiday Schemes Funds	119,993	-	-	-	119,993
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,812	-	-	-	30,812
Total	480,897	-	39,569	-	441,328

CURRENT PROJECT GRANTS

Scottish Government: Equality	17,872	227,318	202,287	-	42,903
Dementia Project (Scotland)	28,223	-	-	-	28,223
Dementia Research (Scotland)	6,730	-	3,395	-	3,335
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
Northern Ireland – General	-	49,779	46,131	-	3,648
Wales _ General	-	500	50	-	450
Deaf Access/Inclusion (England)	-	52,981	15,468	-	37,513
Deaf Access/Inclusion (Wales)	-	5,700	3,260	-	2,440
Deaf Advocacy (N. Ireland)	12,340	156,785	154,243	-	14,882
Deaf Advocacy (Wales)	950	102,329	93,578	-	9,701
Deaf Roots and Pride (Scotland)	-	26,486	20,380	-	6,106
Deaf Roots & Pride (N. Ireland)	10,205	19,446	29,651	-	-
Family Signs at Home (N. Ireland)	611	38,923	22,952	-	16,582
Covid-19 Project (Wales)	-	4,317	57	-	4,260
Welsh Government – BSL Charter	-	3,325	655	-	2,670
Loneliness Engagement (England)	-	13,029	3,542	-	9,487
Deaf Children's Literacy	37,993	-	10,312	-	27,681
Deaf Heritage Films Project	20,000	834	20,482	-	352
Total	146,806	701,752	626,443	-	222,115

Notes to the Financial Statements

COMPARATIVE 2022

	Balance at 1 April 2021	Income	Expenditure	Transfer	Balance at 31 March 2022
	£	£	£	£	£
Legacies / ADAs	482,897	-	2,000	-	480,897
Current Project Grants	119,893	760,237	733,324	-	146,806
Total	602,790	760,237	735,324	-	627,703

LEGACIES / ADAs

Local Group Legacy Funds	138,613	-	2,000	-	136,613
Youth Funds	4,416	-	-	-	4,416
Scotland Funds	54,259	-	-	-	54,259
Greater London Funds	40,000	-	-	-	40,000
Research Funds	69,774	-	-	-	69,774
Holiday Schemes Funds	119,993	-	-	-	119,993
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,812	-	-	-	30,812
Total	482,897	-	2,000	-	480,897

CURRENT PROJECT GRANTS

Scottish Government: Equality	432	151,154	133,714	-	17,872
Scottish Government: Health	6,453	59,789	66,242	-	-
Scottish Government: Digital	-	6,000	6,000	-	-
Dementia Project (Scotland)	28,223	250	250	-	28,223
Dementia Research (Scotland)	-	38,123	31,393	-	6,730
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
BSL Companions (Scotland)	-	6,199	6,199	-	-
Scotland – General	-	727	727	-	-
Northern Ireland – General	-	92,372	92,372	-	-
Deaf Access/Inclusion (England)	24,516	37,018	61,534	-	-
Deaf Access/Inclusion (N. Ireland)	-	3,548	3,548	-	-
Deaf Access/Inclusion (Wales)	-	20,868	20,868	-	-
Deaf Advocacy (N. Ireland)	8,412	102,500	98,572	-	12,340
Deaf Advocacy (Wales)	400	100,317	99,767	-	950
Deaf Roots & Pride (Black Country)	1,582	9,801	11,383	-	-
Deaf Roots & Pride (Scotland)	-	2,247	2,247	-	-
Deaf Roots & Pride (N. Ireland)	-	33,435	23,230	-	10,205
Family Signs at Home (N. Ireland)	-	26,781	26,170	-	611
Covid-19 Project (Wales)	-	19,273	19,273	-	-
Welsh Government – BSL Charter	-	10,125	10,125	-	-
Loneliness Engagement (England)	-	15,582	15,582	-	-
BSL Stores DPO (N. Ireland)	-	8,851	8,851	-	-
Capital Fund (N. Ireland)	-	14,819	14,819	-	-
Deaf Children's Literacy	37,993	-	-	-	37,993
Deaf Heritage Films Project	-	458	(19,542)	-	20,000
Total	119,893	760,237	733,324	-	146,806

Notes to the Financial Statements

The membership of the Association has been divided into geographical areas, each of which is head-ed by an Area Deaf Association which operates separate accounts. These are consolidated into one account as a restricted fund, since the Trustees have ultimate control over these funds. The following splits out the summary results by area.

	At 1 April 2022 £	Income £	Expenditure £	At 31 March 2023 £
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,990	-	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,812	-	-	30,812

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,990	-	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,812	-	-	30,812

Notes to the Financial Statements

The nature of the restricted funds is shown below;

Local Group Legacy Funds: Set up a specific project and local funds for Deaf people bequeathed through Wills to fund activities.

Youth Funds: Set up a specific project funds for Deaf young people to fund activities.

Holiday Schemes Fund: Set up a respite fund for Deaf people to fund specific activities.

Other Restricted Funds: Set up a small number of key Deaf project funding carried over to complete the funding in the next year.

Area Deaf Associations: Set up 12 regional Deaf association funds as part of the BDA run by and for local BDA members.

Deaf Heritage Project: Funded SHARE (The Deaf Visual Archive) online archive bringing together films, photos and memories from around the world with the aim to illustrate the range, richness and depth of the Deaf community and their history.

Scottish Government (Equality Unit): Funded the BSL (Scotland) Act project to support the engagement of BSL users to participate and contribute.

Big Lottery (NI) Deaf Roots & Pride: Funded the activities programme for Deaf children and young adults in Northern Ireland.

Big Lottery (Scotland) Deaf Roots: Funded the activities programme for Deaf children and young adults in Scotland.

Big Lottery (England) Deaf Advocacy: Funded the advocacy service for Deaf people in the Midlands and East London.

Dementia Scotland: Funded the project supporting Deaf people who have dementia and their carers enabling them to share and receive information, knowledge and experiences.

Deaf Community Advocacy (Wales): Funds the advocacy service for Deaf people in the South Wales.

Deaf Community Advocacy (NI): Funded the advocacy service for Deaf people in Northern Ireland.

Deaf Access and Inclusion (NI): Funded a short term project in Northern Ireland.

Deaf Access and Inclusion (England): Funded a short term project for Deaf people in England.

Deaf Children's Literacy: One-off funding to fund Deaf Children Literacy project.

BSL Case Scenario / Give Me BSL: Funded a BSL incentive project in Scotland.

Notes to the Financial Statements

15 Unrestricted Funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Trustees for specific purposes:

2023

MOVEMENT IN FUNDS

	Balance at 1 April 2022	Income	Expenditure	Transfer	Balance at 31 March 2023
	£	£	£	£	£
General Fund	549,682	830,200	(378,632)	-	1,001,250
Development Fund	250,000	-	(50,307)	-	199,693
Pension Fund	303,000	-	(243)	-	302,757
Total	1,102,682	830,200	(429,182)	-	1,503,700

2022

MOVEMENT IN FUNDS

	Balance at 1 April 2021	Income	Expenditure	Transfer	Balance at 31 March 2022
	£	£	£	£	£
General Fund	159,595	745,151	(8,694)	(346,370)	549,682
Development Fund	46,328	-	-	203,672	250,000
Pension Fund	160,302	-	-	142,698	303,000
Total	366,225	745,151	(8,694)	-	1,102,682

Pension Fund: Since April 2013, the Pensions Trust has required the BDA to pay additional pension contributions. Our pension liability debt on 31 March 2022 is approximately £84,000, however our pension reserve at the same date just under £303,000 and therefore we currently have a surplus position. Based on the September 2020 actuarial valuation a new payment plan was agreed commencing in April 2022. The new plan requires the charity to make deficit reduction payments of £47,810 per year to 2025, and, to pay scheme administration expenses of £53,441 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The charity's unrestricted income is unpredictable, especially unknown legacy income, hence why the Board's priority is to protect the BDA's long-term future by ensuring there are sufficient funds allocated to its Pension Reserve Fund.

Development Fund: The main purpose of the Development Fund is to cover new business development opportunities, such as consultancy to help redesign the charity's database infrastructure and a strategic review of our fundraising position.

Notes to the Financial Statements

I 6 Analysis of changes in net debt

	Balance at 1 April 2022 £	Cash flows £	Other non- cash changes £	Balance at 31 March 2023 £
Cash and cash equivalents				
Cash	1,258,598	417,940	-	1,676,538

I 7 Analysis of net assets between funds

Fund Balance at 31 March 2023 represented by	General Funds £	Designated Pension £	Designated Funds £	Restricted Funds £	Total £
Tangible Fixed Assets	5,394	-	-	-	5,394
Current Assets	1,092,055	386,418	199,693	787,840	2,466,006
Creditors: amounts falling due within one year	(96,199)	(47,811)	-	(124,397)	(268,407)
Creditors: amounts falling due after one year	-	(35,850)	-	-	(35,850)
	1,001,250	302,757	199,693	663,443	2,167,143

Fund Balance at 31 March 2022 represented by	£	£	£	£	£
Tangible Fixed Assets	1,648	-	-	-	1,648
Current Assets	655,820	434,229	250,000	652,355	1,992,404
Creditors: amounts falling due within one year	(107,786)	(47,811)	-	(24,652)	(180,249)
Creditors: amounts falling due after one year	-	(83,418)	-	-	(83,418)
	549,682	303,000	250,000	627,703	1,730,385

I 6 Analysis of changes in net debt

At the 31 March 2023, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Land and Buildings		Other	
	2023 £	2022 £	2023 £	2022 £
Within 1 year	2,885	-	4,671	7,404
Between 2 and 5 years	-	-	-	4,671
	2,885	-	4,671	12,075

I 9 Related party transactions

During the year the Trustees made donations which totalled £Nil (2022: £35)



St John's Deaf Community Centre, 258 Green Lanes, London N4 2HE
www.bda.org.uk | bda@bda.org.uk

Company limited by guarantee number 2881497 Registered charity number 1031687 (England and Wales) and SC042409 (Scotland)

Accounts



A Company Limited by Guarantee

Company No. 2881497

Charity No. 1031687

Scottish Charity No. SCO42409

Report and financial statements

For the year ended

31st March 2022

British Deaf Association

Trustees' Annual Report for the year ended 31st March 2022

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Reference and administrative information

Trustees:

David Buxton, Chair	Chair from 27 th June 2021 (Also Hon. Treasurer)
Lesley Davidson, Vice-Chair	Vice-Chair from 27 th June 2021
John Carberry	
Robert Adam	Term commenced 26 th June 2021
Sabina Iqbal	Co-opted 26 th March 2022
Abigail Gorman	Co-opted 26 th March 2022

Departing Trustees during 2021-22:

Linda Richards, (Chair)	Term ended 26 th June 2021. Co-opted as Trustee 27 th June 2021 and resigned 31 st January 2022
Gloria Pullen (Vice Chair)	Term ended 26 th June 2021
Kevin Buckle	Resigned 16 th April 2021
Matt Kirby	Term ended 26 th June 2021
Deirdre Maguire	Term ended 26 th June 2021

Company number: 2881497

Charity number: 1031687

Scottish Charity number: SCO42409

Registered office: St. John's Deaf Community Centre,
258 Green Lanes,
London, N4 2HE

Chief Executive: Rebecca Mansell (From 28th January 2022)

Bankers: HSBC Bank plc,
29 English Street,
Carlisle,
Cumbria, CA3 8JX

Solicitors: Burnetts,
Victoria House,
Wavell Drive,
Rosehill Industrial Estate,
Carlisle,
Cumbria, CA1 2ST

Auditors: Price Bailey LLP,
24 Old Bond Street,
London, W1S 4AP

Trustees' Annual Report 2021-22

The Trustees are pleased to present their annual report and audited financial statements for the year 1st April 2021 to 31st March 2022.

Who we are

The British Deaf Association (BDA) is a Deaf-led organisation focusing on Deaf people use British Sign Language (BSL) or Irish Sign Language (ISL) as their first or preferred language.

Formed in 1890, the BDA is the UK's only national Deaf-led organisation run by Deaf people and which focuses on Deaf people; united by our shared experiences, culture, history, and, most importantly, by our sign languages, BSL and ISL.

The BDA wishes to see a society where Deaf sign language users have the same rights, responsibilities, opportunities and quality of life as everyone else. Consequently, its commitment and work is driven by its services, projects and activities which advocate for those rights, ensure they are realised, valued and protected, challenged when not upheld, and, empower our Deaf communities.

The BDA stands for **D**eaf **E**quality, **A**ccess, and **F**reedom of choice:

DEAF

That we identify ourselves as Deaf people who use sign language. Part of the Deaf community, we – Deaf adults and children alike - share the same language, values, history and cultural experiences.

EQUALITY

That we Deaf people are treated equally, with every opportunity for learning, social, work, leisure and community inclusion.

ACCESS

That, through the provision of sign language, we are able to access services and support on a par with others.

FREEDOM OF CHOICE

That, through sign language, we are empowered with choices to participate, contribute, learn, and work in the same way as others.

Welcome

During the previous financial year, 2020 – 2021, and in the absence of a Chief Executive Officer, the BDA was managed by a Joint Management Group (JMG). Formed in July 2020, this comprised Linda Richards (Chair), Gloria Pullen (Vice-Chair), and David Buxton (Hon. Treasurer). All were unpaid.

From 27th June 2021 until 31st March 2022, the JMG was led by David Buxton (as Chair and Hon. Treasurer), Lesley Davidson (Vice-Chair), and, until 31st January 2022, Linda Richards (Co-opted Trustee). All were unpaid.

The JMG was effectively the de facto CEO (until 28th January 2022), managing the charity, focusing mainly on operations. Without their work, we wouldn't be reporting on a financially healthier, much improved and more robust organisation. This improved financial position enabled the BDA to appoint a paid Chief Executive Officer on 28th January 2022.

The BDA's operations, services and activities during the second year of the Covid-19 pandemic continued unabated due to the sterling efforts of staff and others behind the scenes, and, we continued to attract and secure further funding to support our work and deliver services and activities to the Deaf community including Covid-19 specific funding. A snapshot of the main elements of the work that we have undertaken in each of the four Home Nations of the UK is given in this report.

One standout for us as an organisation and as a Deaf BSL community has to be the British Sign Language Act 2022 which, at long last, accords us with a legal status for our sign language. This started with the launch of our campaign on 18th March 2021 which demanded that after 18 years of the original official "recognition" of our language but still no legal status of same, it was time to stop the pseudo-celebrations and get our language enshrined in law. The BSL Act Now! campaign led by the BDA concluded with the successful passing of the BSL Bill that was brought as a Private Member's Bill by Rosie Cooper, MP for West Lancashire, and supported by the government. This received Royal Assent on 28th April 2022.

This campaign was remarkable on so many levels. With no funding but lots of goodwill, 8 other Deaf organisations came together to join the BDA, along with 56 hard-working volunteers, to drive this campaign forward. The volunteers helped with the hard graft of contacting all the MPs in under 2 months with 572 responding – an amazing 88% response rate. Effectively, we drove a campaign that is unprecedented in terms of seeing our proposed Bill adopted by an MP, successfully selected for debate, sail through the parliamentary process becoming an Act in just 14 months from when Linda Richards, the then Chair, first mooted this idea in February 2021. Even I, as the leader of this campaign, could not have envisaged the momentum, explosion of activity and engagement on social media about our campaign, and, the wonderful outcome.

The Act is the start of more work that we will need to do to ensure that every public body provides for all Deaf sign language users and is a model for the private sector to follow. Linda Richards' work in overseeing and managing the BDA on a daily basis – voluntarily – during this time allowed me free rein to lead the campaign for a BSL Bill. My profound thanks to her for everything she has done for the BDA.

My heartfelt thanks to all who supported us in this remarkable achievement and, if I may, special thanks and gratitude to my wife, Bronwynne Buxton, and friend, Claire Cummings, who led and organised the teams of stewards and volunteers along with arranging everything else that was necessary for the successful BSL Bill Rallies which were held in London. These Rallies brought together so many and there were joyous scenes of celebrations as each stage of the Bill passed, and then, was finally enshrined in law, receiving Royal Assent on 28th April 2022.

This Act recognises BSL in England, Wales and Scotland. As equality law is devolved in Northern Ireland, the BSL Act 2022 does not extend there in recognition of both British and Irish Sign Language among the Northern Irish Deaf community. While both sign languages were officially recognised as minority languages in Northern Ireland in March 2004, we also need a legal status there. Majella McAteer, from our Northern Ireland office was seconded to Northern Ireland's Department for Communities in August 2021, specifically to support them in preparing for the introduction of Northern Ireland's BSL and ISL Bill. We look forward to the developments with this which will consolidate the position of both these sign languages in Northern Ireland.

The financial accounts show a healthy surplus which is another good note on which to end the year. It is due to the sterling efforts of the JMG, senior staff and our freelance fundraiser that we have been able to achieve this healthy position. This position – tenuous and precarious just two years before - enabled us to embed plans for the future – such as recruiting for a CEO which we were able to do at the end of January 2022.

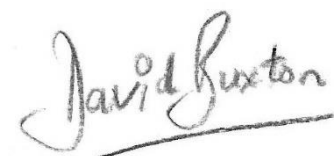
The BDA was operating during an ongoing and sustained period of Covid-19, one full of uncertainty, with national and local restrictions, the onset of new variants of the coronavirus, and, the impact of these on a return to meeting in person, return to the office, and, hybrid working patterns.

Despite the difficulties of securing funding during Covid-19 with many funders changing their criteria for funding awards, the BDA has continued to achieve a consistent and regular stream of project funding income enabling it to provide a varied range of services for the Deaf Community. Readers will be able to see accounts of this work in this report. It is a remarkable testament to the staff of the BDA that they have continued to deliver high quality services in such circumstances.

Further to the move of our London office to more suitable and cheaper premises in 2020, we undertook further cost-saving measures with overhauls and audits of our Cardiff, Belfast and Derby offices. The Belfast office has relocated and is now based within another Deaf organisation's premises. The Cardiff office and basement has been cleared making for a better working environment, and, the move out of the Derby office was imposed on all tenants by the landlords as it was no longer viable for them to maintain the premises. We await information about new premises in Derby for our staff.

It is appropriate to reflect upon, and commend, just how much has been achieved by a national organisation of just 20 part- and full- time staff along with the significant amount of voluntary work by the JMG during 2021-22. Sessional staff including mentors, sign language tutors, befrienders and outreach workers helped deliver some of our project work and, being members of the Deaf Community themselves, they fully engaged with our work and ethos as they know and appreciate the value of this work for their peers, namely, Deaf sign language users in the community.

I hope this report provides an interesting and informative overview of the BDA's work – as well as about the many other incidental tasks we undertook - in 2021-22. My thanks to our staff, volunteers, funders, members, and, colleagues on the Board of Trustees for their generosity and hard work in continuing to make a big difference for our Deaf community.



David Buxton
Chair

Our work

The Covid-19 pandemic continued to dominate our lives - and how we managed our lives - but the BDA was uncompromising in its delivery of a wide range of projects, services and activities for the Deaf community – including achieving new and exciting funding awards. In addition, as reported elsewhere, we also undertook the biggest campaign ever seen in our quest to achieve a BSL Act.

The following highlights some of the key services and work of the BDA during the year 2021-2022.

Visual Language Services

As stated elsewhere, achieving a BSL Act after just 14 months of work has to be the absolute pinnacle and highlight of our work, and, justification of our existence as the only national organisation for Deaf sign language users.

The campaign for a BSL Act was, naturally, in sign language. Sign language is the *raison d'être* of the BDA and its members. The medium of video is ideal for sign language and is the main activity of our Visual Language Services (VLS) team.

The VLS team of three staff (covering the equivalent of two full-time posts) - with some volunteers and freelancers - undertook the enormous and often time-pressured task of producing posters, and, filming, editing and producing videos with spoken translations and/or subtitles, as well as hosting livestreams about the BSL Bill and the BDA's campaign, and then, ensuring these were posted across all our social media platforms. Their work-rate was phenomenal and the demands on them incessant but, what a result! A BSL Act!

In addition, the VLS team supported their colleagues in the organisation with their own work in providing BSL (and in Northern Ireland, both BSL and ISL) videos of activities and project work as well as with the production of reports, and, videos relating to the pandemic and associated government regulations and restrictions thus ensuring that Deaf people had access to crucial and accurate information in sign language.

145 videos were produced and 20 livestreams were hosted by the whole of the organisation reaching over 1 million views. Campaign and information videos about the BSL Bill were undoubtedly a major "must-watch" and contributed to the increase in viewing figures in the UK and across the world. However, the BDA has noted regular year-on-year increases in its reach to Deaf sign language users. One advantage of social media is it has no boundaries, and, no cut-off date so the videos and livestreams remain on our social media and website for all to see, catch up with, revisit, and, enjoy or benefit from whether seen the day they are posted, or later.

In addition to their work for the BDA, the VLS team were commissioned to make videos, host livestreams and provide other media services for external customers in the public and private sectors.

England

BSL Helpline for East Midlands

We received funding from the National Emergency Trust to continue to deliver a BSL Helpline for Deaf people living in the East Midlands so they were able to access information or advice in BSL during the Coronavirus pandemic. The BSL Helpline responded to 481 enquiries during this period. We also provided advice and information to 35 organisations and public services. We created ten BSL information videos during this time which were viewed by over 11,000 people.

NHS Leicester City Clinical Commissioning Group

We carried out a series of consultation interview sessions with Deaf people to ascertain their views as part of the review of the mainstream mental health provision in Leicester and Leicestershire.

Awareness of Smart Meters for West Midlands

The BDA was funded by Smart Energy GB to raise awareness and understanding of Smart meters. This included knowing their consumer rights when requesting an installation of a smart meter. This initially was provided via delivering a BSL Helpline to respond to enquiries directly relating to smart meters due to Coronavirus restrictions. As the restrictions lifted and groups reconvened, delivery was changed to attending various Deaf groups in the West Midlands delivering awareness sessions for 229 Deaf people. The BDA hosted a live streamed event with Smart Energy GB and produced 3 information videos to explain what smart meters were for, how they worked, and, how to ask for a smart meter.

Combating Loneliness through British Sign Language

The BDA was funded by the UK Government's Department of Digital, Culture, Media, and Sport to assist with combating loneliness. The BDA arranged and hosted five live streamed events which consisted of interviewing Deaf people to discuss various issues. These included: understanding wellbeing and mental health, the work organisations provide to reduce loneliness for Deaf people, and, how community members can help. In addition, the BDA attended 14 Deaf Clubs, Deaf groups, and Deaf schools across England to deliver information about loneliness to 300 Deaf attendees including Deaf adults and Deaf young people. The BDA created BSL video translations on 'Definitions of Loneliness', 'How to cope with Loneliness', and, 'Top Ten Tips to reduce Loneliness'.

Black Country Deaf Roots and Pride project

The BDA was funded by Children in Need to deliver this project. We provided 1:1 support and advice to 43 Deaf young people in the Black Country area. These were delivered through trained Deaf mentors who worked via Zoom or face-to-face. In addition, the BDA organised 5 activities benefitting 27 young Deaf people who met together along with their mentors.

Wales

Advocacy Services for Deaf Adults

Funded by The National Lottery Community, this service worked with health and social service providers and representatives of the sign language community to: investigate, identify, migrate, and remove where possible, barriers to effective access to public services. Key highlights during 2021 - 2022 included:

Aneurin Bevan Community Health Council and Aneurin Bevan University Health Board.

Following BSL Equality Training, a 'Good Practice' guide was produced for all staff members of the Health Board to adhere to. This 'Good Practice' guide led to the establishment of a pilot Video Relay Service for patients and staff to use to enable effective communication. This pilot ran until the end of March 2022.

Electoral Commission

As a result of a collaboration between the Electoral Commission and BDA Cymru, more BSL users were able to access the information which would lead to a greater uptake of voting rights for BSL users.

Public Health Wales

BDA Cymru engaged with Public Health Wales in a consultancy capacity to ensure their health information was accessible to BSL Users. This reassured members of the Deaf community that the public health information being disseminated on topics such as vaccinations, screenings, and other health awareness posts were appropriate for them as sign language users.

BSL Covid-19 Response Team

We continued the work of the Response Team whose main focus was to provide news, guidance and information in BSL for Deaf people living in Wales. This included culturally-friendly translations of the Welsh Government News briefings. Three videos per week were produced as was statistical information from Public Health Wales.

Care and Repair

BDA Cymru were commissioned to deliver an information and referral service between Deaf people and the Wales Care and Repair Service. This included an advice service, information sessions to Deaf groups, and, information videos in BSL.

BSL Charter

A BSL Charter audit was carried out at the request of the Welsh Government in order to assess how they would meet the pledges of the BSL Charter. The involved interviewing key Welsh Government staff, and, to engage with members of the Deaf community in Wales. Deaf people's views were obtained and this information assisted the BDA in creating a comprehensive report with a list of recommendations which was submitted to the Welsh Government for their consideration.

'Knowing Your Rights' Roadshows

Funded by Disability Wales, the BDA organised and delivered a series of workshops entitled 'Knowing Your Rights' via Zoom and in-person presentations. We visited 8 Deaf Clubs in South Wales and delivered 4 online sessions via Zoom for the wider Deaf community in Wales. At these sessions, Deaf people were able to learn about their rights and how these related to various pieces of Welsh legislation.

Scotland

Post COVID-19 News Briefings

BDA Scotland produced 34 BSL summaries of the Scottish Government's COVID-19 news briefings. These enabled Deaf BSL users to access the information in their first language, BSL, and, with an appropriate cultural delivery.

BSL Call Companions (Befrienders) Scheme

We completed the Covid-19 Befrienders scheme which was vital in offering home visits, online, and face-to-face BSL chats, and, books about the history of the BDA, in order to combat the loneliness experienced by older members of our Deaf community as a result of the various pandemic restrictions which were particularly stringent in Scotland.

Scottish Local Authorities and NHS Boards

Four 'Summary of Progress' reports were undertaken on Local Authorities' & NHS Boards' BSL Plans through consultation and feedback at our BSL Roadshows with public bodies and members of the Deaf community.

Equality & Human Rights

BDA Scotland received funding from the Scottish Government's Equality and Human Rights Fund to focus on the BSL (Scotland) Act 2015 and the BSL National Plan 2017-2023. This is a three-year project running from October 2022 – September 2024.

BSL Helpline

The BSL Helpline supported 38 clients with advocacy with, information about, and, signposting to, Scotland's Local Authorities and NHS Health Boards.

BSL Blethers

Six monthly live-streamed online discussions were run, reducing social isolation and improving mental health and wellbeing by delivering information on a wide range of topics for the Deaf community. Eleven guest speakers were involved – all Deaf.

Deaf Roots and Pride (DRP) Transitions project

Recruited 28 Deaf role models to meet Deaf young people via online, face-to-face activities and interviews. Seven videos were made by Youth Advisory Group members, who interviewed Deaf role models and Deaf young people. Deaf role models visited schools to give practical workshops enabling pupils to learn about different career paths.

The DRP Transitions webpage has BSL information videos and photos featuring Deaf role models, to promote them to Deaf young people. Two YAG members supported and advised parents of Deaf young people in a workshop for parents.

The Jock Young Award 2021 was promoted widely and 6 Deaf young people were nominated. One winner and the runners-up all received certificates.

Rights for Deaf young people

We welcomed 41 Deaf young people from four schools to workshops designed to support them to confidently understand and access their full citizenship and human rights.

Deaf Dementia Research Report

A report on Deaf people with dementia and care homes in Scotland was produced in March 2022. The research involved collecting and analysing data from 12 Scottish care homes and members of the Deaf community.

BSL Dementia Videos

Nine BSL videos were created with University of Stirling, covering how to make a home more dementia friendly for someone living with dementia.

Northern Ireland

Advocacy Services for Deaf Adults

The service, funded by the Department of Health Strategic Planning and Performance Group (SPPG), advocates with Deaf BSL and ISL users to ensure equal access to health and social care services throughout Northern Ireland.

Key highlights during 2021 - 2022 included:

Individual advocacy casework

123 individuals were supported and empowered, with representation to a number of health and social care practitioners and service providers, to improve practices, provision and access.

Belfast Health and Social Care Trust (BHSCT) Established in May 2021, the group, consisting of service users and carers of service users who are Deaf and Sign Language users and access Belfast Trust services, are involved in improving and developing health and social care service provision. The BDA's NI Advocacy Services team played a key role in supporting Deaf residents within this Trust area.

Information sessions

Eleven information sessions were delivered to 59 people across all 5 Trusts. We worked in partnership with mainstream organisations covering topics, such as, Eye Care, Self-Directed Support, A Healthy Gut, and 'Life after Lockdown' – an invaluable mental health and wellbeing information session addressing issues, questions and concerns about returning to "normality".

Community forums and consultations

We set up 19 community forums and consultations involving 119 service users, via online Advocacy Hubs, coffee mornings and in-person sessions discussing issues, such as, Covid-19, review of Urgent and Emergency Care Services, Advanced Care Planning, and hospital accessibility.

Media and communications

At 31st March 2022, contracted Health and Social Care information videos achieved 1924 views. An additional 39 videos communicating local updates, NI smoking and vaping regulations, information relating to vaccinations, digital tracing and the Covid-19 app etc. were produced. In addition, livestreams on various topics were held including the key topic of 'Immune Systems' which covered information and advice from a Deaf Nutritionist.

Mental Health Trusted Referrer Protocol

A pilot 'Trusted referral pathway' has been established by the Northern Ireland Mental Health Service for Deaf people. The purpose of this is to address the challenges faced by Deaf/deaf people in accessing appropriate primary mental health services. This pilot recognised that Deaf professionals are often the first to note signs of mental health issues, and thus, could be a trusted referrer of the Deaf person to the Mental Health service. The BDA NI's Advocacy team's involvement in this vital work commenced in January 2022.

BSL/ISL Equality Training

9 training sessions were delivered to 70 attendees from several primary and secondary health and social care providers, such as, Lifeline Counselling Services, Trust Health & Social Care practitioner and support staff, GP practice etc

BSL & ISL Charter

Two Councils in Northern Ireland signed up to the BDA's BSL & ISL Charter committing to a selection of the pledges and to develop their individual action plans. For Antrim and Newtownabbey Borough Council, Deaf people gathered in person in September 2021 to witness the signing of BSL & ISL Charter. Their Council and Committee meetings are now interpreted. In December 2021, Derry City and Strabane District Council signed their BSL & ISL Charter via Zoom with members of the Deaf community joining in to view this taking place. This engagement with members of the Deaf Community is vital for the success of these commitments by these councils.

Sign Language Partnership Group

Funding from NI's Department for Communities enabled us to deliver our Family Signing in the Home for a seventh year, reaching out to 7 families and producing 7 BSL stories to help with the teaching of sign language to the families. A new project of sign language inclusion in a primary school reached over 100 pupils and staff. 10-week sign language courses were delivered to three classes which had Deaf pupils. This last element was a hugely successful project, reaching over 100 pupils and staff.

Languages Capital Fund programme

This funding, awarded as part of the Covid-19 Recovery Programme was significant in terms of enabling us to bring our new premises up to an acceptable standard, and, to develop a Deaf Culture Archive of the many videos, photographs and documents we uncovered in our old premises, and which have now been digitised.

Deaf Roots and Pride Project

Funded by Children in Need (NI) we provided 1:1 support and activities to 32 young deaf people in Northern Ireland. This was delivered online through trained Deaf mentors who worked via Zoom or face-to-face.

Other work and achievements

European Union of the Deaf

We secured permanent membership of the European Union of the Deaf in 2021 - in part due to the case presented by then Chair, Linda Richards, and attendance at the EGM by Linda Richards and Vice-Chair, Gloria Pullen, but also due to the changes in Belgian law where the EUD is based. This enabled a change of the EUD's Constitution and for the BDA to be included due to our status as a Founder Member of the EUD. Our membership of the EUD is no longer at risk due to the UK leaving the European Union.

Review of our Articles of Association

Work commenced on this during 2021-2022, and, following a consultation and Q&A event, the revised Articles were unanimously passed at the last AGM on 30th April 2022.

Finance

We continued to overhaul and monitor our finance system and infrastructure to ensure continued prudent management of our funds.

Financial review

The financial year continued to provide both the BDA and charities in general challenges in raising income. In the financial year 2021-22 total income increased by £180,350 from 2020-21 to £1,505,388.

Legacies remain an unpredictable income source which should not be relied upon. In this financial year there was an increase of £210,873 in legacies receivable resulting in an overall increase of 54.9% of total legacies from the previous year to £594,758.

British Deaf Association

Trustees' Annual Report for the year ended 31st March 2022

The surplus for the year 2021-22 of £761,370 is a marked improvement from the previous year (2020-21 surplus £307,642). As a result general funds increased by £390,087 to £549,682 which represents 5.5 months of the annual expenditure budget for 2022-23.

Income

Total income increased by 13.6% from £1,325,038 to £1,505,388.

Legacy income totalled £594,758 in 2021-22 (2020-21: £383,885) representing 39.5% of total income (29.0% in 2020-21).

Expenditure

During 2021-22, 81.1p of every £1 of total expenditure was spent on direct costs towards empowering Deaf people (2020-21: 59.7p of every £1). The remaining 18.9p in every £1 (2020-21: 40.3p) went towards other costs such as fundraising, organisational governance and our European and international work.

Expenditure decreased during the year by £273,378 to £744,018 (2020-21 total: £1,017,396)

The breakdown of the expenditure on charitable activities as a proportion of total charitable activities costs are as follows;

Charitable Activity	% of charitable activity costs 2022	% of charitable activity costs 2021
Deaf Access and Inclusion projects	36.9%	20.1%
Deaf Community Advocacy projects	25.3%	15.8%
BSL Media and Deaf Community Development projects	15.5%	21.9%
Deaf Children, Youth and Families projects	15.2%	30.4%
Sign Language and Training projects	3.7%	9.1%
Policy and Campaigns	3.4%	2.7%

Funds

Total funds were £1,730,385 (2020-21: £969,015) of which £549,682 related to general funds (2020-21: £159,595). In addition, £250,000 has been set aside for organisational and Deaf Community development by way of designated funds (2020-21: £46,328).

Regarding our Pension liability debt, the new plan requires the charity to make deficit reduction payments of £47,810 per year to 2025, and, to pay scheme administration expenses of £53,441 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The Board has maintained its policy of covering the total cost of these repayments from unrestricted funds thereby providing reassurance to funders that project grants will not be used to service the Pension Debt contributions. In the 2021-22 accounts, the BDA has a Pension Fund Reserve of £303,000, compared to £160,302 (2020-21).

There are a number of restricted funds that have supported specific BDA activities over the past year. (See note 15.) Total restricted funds have increased by £24,913 to £627,703 (2020-21 total: £602,790).

Plans for using the BDA reserves over the next 3 years

In summary, the financial statements for 2021-22 show a surplus of £761,370 (2020-21: £307,642).

Our general reserves have increased from £159,595 in 2020-21 to £549,682 in 2021-22. During the year the Trustees provided £260,252 from general funds to the pension fund in order to settle future Pension liability obligations and allow for any future adverse changes in the pension valuation.

Income and existing project grants have been designated for, and will continue to underpin, key areas of work such as Deaf Community Advocacy, Deaf Access and Inclusion, Deaf Children and their Families, and, the increased use and visibility of sign language presentations and videos through our social media platforms.

Therefore, our reserves at 31st March 2022 are:

Reserves	2021-22	2020-21
Current Project Grants	£146,806	£119,893
Legacies/ADAs Funds	£480,897	£482,897
Total Restricted Funds	£627,703	£602,790
Designated: Development Fund	£250,000	£46,328
Designated: Pension Deficit Fund	£303,000	£160,302
General Funds	£549,682	£159,595
Total Unrestricted Funds	£852,682	£366,225

The BDA will continue to monitor its reserves carefully. In 2022, we prioritised securing project funding for Deaf community projects – particularly given the need to provide additional support through visual language communication mediums in our first language, BSL. With the lingering impact of Covid-19, concerns regarding the cost of living and the pressures on public funding, the BDA will continue to monitor expenditure costs during the 2022-23 year.

The current reserves policy as agreed by the Trustees is a minimum of 50% of annual expenditure or 6 months running costs in the current financial year to preserve the BDA's cash flow and to meet any unexpected contingencies. A 50% target would require a reserve of £600,000 in unrestricted general funds. The present level of free reserves (excluding the pension reserve and fixed assets) of £548,034 (2020-21: £156,298) now available to the charity is a significant increase on the previous year's figures, and is just short of the 50% target level.

Additionally, of the free reserves, £303,000 has been set aside to meet our future Pension Liability obligations for the next 3 years (to 2025).

Grateful thanks to the following funders for their support of our work

BBC Children In Need - Black Country

BBC Children In Need - Northern Ireland

DCMS, UK Government

Disability Wales DPO

Disability Wales

Glasgow City Heritage Trust

Life Changes Trust

National Emergencies Trust

Deaf Roots and Pride - Black Country

Deaf Roots and Pride - Northern Ireland

Combating Loneliness through BSL – UK-wide

BSL Covid-19 Response Team - Wales

Knowing Your Rights – Wales

BSL Glasgow City Heritage Trails

Dementia and Research projects – Scotland

BSL stories – Northern Ireland

British Deaf Association

Trustees' Annual Report for the year ended 31st March 2022

National Emergencies Trust	East Midlands BSL Helpline
National Emergencies Trust	Call Companion (Befriender) Service - Scotland
Northern Ireland Department for Communities	Family Signing in the Home - Northern Ireland
Northern Ireland Department for Communities	Languages Capital Fund – Northern Ireland
Northern Ireland Health & Social Care Board	Deaf Advocacy Service - Northern Ireland
National Lottery Community Fund - Scotland	Deaf Roots and Pride Transitions - Scotland
National Lottery Community Fund - Wales	Advocacy, Access and Inclusion - South Wales
Scottish Government	BSL (Scotland) Act 2015 – various projects
Smart Energy GB	Smart Meter Project – West Midlands
The Privy Purse Charitable Trust	BDA support services
The Robertson Trust	Deaf Roots and Pride Transitions – Scotland
Welsh Government	BSL Charter audit – Wales

Our special thanks to our corporate sponsors towards BDA's Sign Language Week 2022:
SignLive, SignVideo, Interpreting Matters, Signalise, DCAL and Performance Interpreting

Our big thanks to the following organisations for all their voluntary and/or financial contributions towards the BSL Act Now! Campaign:
Black Deaf UK, iBSL, NDCS, NRCPD, Signature, SignHealth, RAD, RNID and 56 volunteers.

And, also to those who made generous donations and remembered the British Deaf Association in their Wills.

Structure, Governance and Management

The Trustees, who are also directors of the charitable company for the purposes of the Companies Act 2006, present their report and accounts for the year ended 31st March 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, applicable law, and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2019.

The British Deaf Association is constituted as a company limited by guarantee and is registered for charitable purposes with the Charity Commission and also with the Office of the Scottish Charity Regulator (OSCR). The charity's governing document is the Memorandum and Articles of Association. The charity's full name is 'The British Deaf Association' (referred to herein as 'the BDA').

The governing body of the charity, the Board of Trustees, is responsible for the administration of the BDA.

The BDA is incorporated in England and Wales and is governed by a Board of Trustees, listed on page 1, who are elected every three years by members. The Trustees are provided with key information on appointment such as Trustee Handbook and Charity Commission booklet CC3. They are also required to attend a full Trustee Induction Away Day or Weekend.

Management is delegated to the CEO, who works with a team of managers, and, who are responsible for delivering the full range of the BDA's activities. The Board and CEO meet and agree the Charity's strategic intentions.

The report resultant of these discussions is a reference point for all projects and developments.

The Board determines the remuneration of the CEO on an annual basis and in doing so, they benchmark salaries across comparable salaries with similar sized organisations within the sector, consider the external environment and also the current financial position of charity itself.

Public benefit statement

The Trustees confirm that they have referred to the guidance contained in section 17 of the Charities Act 2011 on public benefit when reviewing the Charity's objectives and activities and in planning future activities. Our overview and achievements section from page 4 to 9 reflects the scope of our activities.

Statement of Trustees responsibilities

The Trustees (who are also directors of British Deaf Association for the purposes of Company Law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under Company Law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure the financial statements comply with the Companies Act 2006 Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and,
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Price Bailey LLP were appointed auditors to the company in accordance with section 485 of the Companies Act 2006.

Fundraising

Staff employed by British Deaf Association carry out the majority of our fundraising activities. For some activities, we work with freelancers to assist with our fundraising. All arrangements are governed by written agreements that cover the responsibilities of each party, and ensure that anyone working on our behalf adheres to our strict ethical standards.

The British Deaf Association is registered with the Fundraising Regulator, and complies with the Code of Fundraising Practice and the Fundraising Promise. No instances of non-compliance with any relevant regulations or guidelines have been identified, and nor have we received any complaints about our fundraising activities (2021-2022: none).

A significant proportion of our income is received from donation and legacies. When seeking to raise money from the public, we only send marketing material to those who have previously said they are happy to be contacted by us (and individuals are free to change their minds at any time). We take great care to ensure that our level of communication with our supporters is proportional and appropriate. In the past fifteen years we have not engaged in telephone marketing or in raising money from door to door or street collections.

Principal risks and uncertainties

The principal risks faced by the charity are the unpredictable legacy income, need to sustain its contributions to the Pension Trust, fall in donations, and, pressure on funders due to the Covid-19 pandemic which, in turn, have created challenges for the charity to secure funds. We have a risk register that is reviewed and updated every 6 months. In addition, the charity has a Business Continuity Plan that covers how BDA identifies key activities, evaluates risks, and considers and plans for Business Continuity in the event of an unplanned/emergency event which affects our ability to function normally.

Plans for the future

Looking back at our last 'Plans for the Future', all that was written has been achieved. Continued, careful management of finances combined with continued success in securing funds during a very turbulent period for the world and the charity sector in particular are the hallmarks of the work of the three members of the Joint Management Group. As a result of their work and the much improved finances, the charity was able to appoint a new Chief Executive in late January 2022 and to agree a break-even budget for 2022-23.

We have referred to the successful BSL Act Now! Campaign which resulted in a new law – the British Sign Language (BSL) Act 2022. As a result, over 1,000 people signed up for membership of the BDA. The passing of this Act is another step on a long journey as we continue our efforts to ensure that Deaf children, young people and adults are able to shape, and take part in, the wider society, knowing they have that legal framework behind them. This work will take time, money and energy, and, will require your support as there is still much to do to change attitudes, remove communication barriers, and, to banish audism.

For the year 2022-23, with a new Chief Executive in post and a new Board of Trustees due to be elected at the AGM in November 2022, it will be incumbent on the Chief Executive to prepare a new 3-year strategy and development plans and to present these for the Board's approval, ready to commence in April 2023. Towards this end, a number of roundtable meetings were set up with local Deaf and Sign Language communities across the UK, and, key funders and high-value supporters were also consulted.

The BDA was informed by the Pension Trust that the repayment plans had changed. Previously due to end in 2025, (and which we had budgeted for with a concerted effort to raise funds for, and restore, the depleted Pension Deficit Fund), the new plan requires an annual payment for at least the next 20 – 30 years until the scheme winds down or when the last member has passed away – whichever comes first. This is extremely disappointing and the BDA has no choice but to ensure there are sufficient funds in the Pension Deficit Fund to cover the Pension Deficit costs for some considerable time to come.

Therefore, key to the future of the BDA is the need to continue reviewing costs and budgets, and, making funding applications in order to ensure the BDA remains a robust and financially stable organisation.

Our other main focus will be on reviewing and updating our vision, mission and values through a co-production process with members and supporters in order to produce new 3-year plans starting from April 2023.

Small Company Exemptions

The report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

On behalf of the Board of Trustees



Chair:
DAVID BUXTON

Date: 6th October 2022
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Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2022

Opinion

We have audited the financial statements of British Deaf Association (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities (including income & expenditure account), the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' (who are also the directors of the company for company law purposes) use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2022

misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2022

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates and considered the risk of the charitable company not complying with the relevant laws and regulations including fraud; in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting and tax legislation. In relation to the operations of the charitable company this included compliance with Companies Act 2006, Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- Review of legal fees incurred;
- Reviewing minutes of Trustee Board meetings;
- Agreeing the financial statement disclosures to underlying supporting documentation;
- Enquiring of management, including those charged with governance;
- Reviewing key accounting policies and estimates

To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at:
<https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>
This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent

British Deaf Association

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2022

permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Cooper-Davis FCCA ACA (Senior Statutory Auditor)

For and on behalf of:

Price Bailey LLP

Chartered Accountants

Statutory Auditors

24 Old Bond Street

London

W1S 4AP

Date: 07 October 2022

British Deaf Association

Statement of Financial Activities (incorporating an income and expenditure account) For the year ended 31 March 2022

		General Funds	Designated Funds	Unrestricted Funds	Restricted Funds	2022 Total	2021 Total
	Notes	£	£	£	£	£	£
Income							
Donations and legacies	2	661,342	-	661,342	1,560	662,902	445,285
Other trading activities		15,270	-	15,270	-	15,270	13,946
Investment income		13	-	13	-	13	422
		676,625	-	676,625	1,560	678,185	459,653
Income from charitable activities	3	68,526	-	68,526	758,677	827,203	865,385
Total income		745,151	-	745,151	760,237	1,505,388	1,325,038
Expenditure							
Raising funds							
Fundraising costs		10,443	-	10,443	-	10,443	45,095
Charitable activities							
Costs of charitable activities		(1,749)	-	(1,749)	735,324	733,575	972,301
Total expenditure	4	8,694	-	8,694	735,324	744,018	1,017,396
Net income		736,457	-	736,457	24,913	761,370	307,642
Transfers between funds	16	(203,672)	203,672	-	-	-	-
Net movement in funds		532,785	203,672	736,457	24,913	761,370	307,642
Funds at 31 March 2021		319,897	46,328	366,225	602,790	969,015	661,373
Funds at 31 March 2022		852,682	250,000	1,102,682	627,703	1,730,385	969,015

All movements derive from continuous activities during the above financial year. The notes on pages 23 to 39 form part of these financial statements.

British Deaf Association

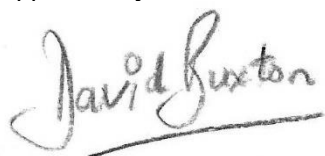
Balance Sheet

For the year ended 31 March 2022

	Notes	£	2022 £	£	2021 £
Fixed assets					
Tangible fixed assets	9		1,648		3,297
Current assets					
Debtors	11	733,806		507,946	
Cash at bank and in hand		1,258,598		950,056	
		<u>1,992,404</u>		<u>1,458,002</u>	
Creditors: amounts falling due within one year	12	(180,249)		(196,783)	
Net current assets			1,812,155		1,261,219
Creditors: amounts falling due after one year	13		(83,418)		(295,501)
Total assets less current liabilities			<u>1,730,385</u>		<u>969,015</u>
Funds					
Restricted funds	15		627,703		602,790
Unrestricted funds					
Designated funds	16		250,000		46,328
General Funds			549,682		159,595
Pension Reserve	18		303,000		160,302
Total funds			<u>1,730,385</u>		<u>969,015</u>

The financial statements have been prepared in accordance with special provisions applicable to companies subject to the small companies' regime.

Approved by the Board of Trustees on 6th October 2022 and signed on its behalf by:



David Buxton (Chair)

Company Registration No. 2881497

The notes on pages 23 to 39 form part of these financial statements.

British Deaf Association

Statement of Cash Flows

For the year ended 31 March 2022

	Notes	2022 £	2021 £
Cash flow from operating activities			
Net cash provided by operating activities	A	308,542	175,028
Cash flow from investing activities			
Purchase of tangible fixed assets	9	-	(3,297)
Net cash used by investing activities		-	(3,297)
Change in cash and cash equivalents in the year		308,542	171,731
Cash and cash equivalents at 1 April 2021		950,056	778,325
Cash and cash equivalents at 31 March 2022		1,258,598	950,056

Notes to the cash flow statement for the year 31 March 2022

A – Reconciliation of net movement in funds to net cash flows from operating activities

	2022 £	2021 £
Net movements in the funds for the year	761,370	307,642
Depreciation charge	1,649	3,463
(Increase) / Decrease in debtors	(225,860)	(70,481)
(Decrease) in creditors	(228,617)	(65,596)
Net cash provided by operating activities	308,542	175,028

B – Analysis of cash and cash equivalents

Cash at bank and in hand	1,258,598	950,056

The notes on pages 23 to 39 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 March 2022

1 Accounting policies

1.1 Basis of preparation

The financial statements have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” effective from 1 January 2019. The charity is a public benefit entity as defined by FRS 102.

The charity has a dormant subsidiary company, Big D Company Limited, whose registered office is St. John’s Deaf Community Centre, 258 Green Lanes, London N4 2HE. This exists for the purpose of selling merchandise. The charity has not prepared consolidated accounts as inclusion of the results of its subsidiary undertaking, Big D Company Limited, would not be material to the consolidated financial statements.

1.2 Going concern

The Trustees of the charity have considered their obligations to prepare these financial statements on an appropriate basis, having specific regard to the charity’s unrestricted funds at 31 March 2022, which includes its closed multi-employer defined benefit pension scheme that was previously available to participating staff. The charity’s funding commitment to the pension scheme remains long term, however at the 31 March 2022 the pension scheme reserves are in surplus. Therefore overall, unrestricted funds are considered adequate to meet all working capital needs for at least 12 months from the date of signature of these accounts.

The Trustees have also assessed the impact of the risks and uncertainties arising from the Coronavirus pandemic on its financial budget for 2022-23. As set out in more detail under the ‘Plans for the future’ section of the Trustees’ report, the Trustees have agreed a number of actions to make savings in the short to medium term. However, going concern is dependent on future income continuing at an acceptable level and the Trustees are confident that this is achievable.

Therefore, at the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Critical accounting estimates and judgements

To be able to prepare financial statements in accordance with FRS 102, the charity must make certain estimates and judgements that have an impact on the policies and the amount reported in the annual accounts. The estimates and judgements are based on historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made. The items in the accounts where these judgements have been made include;

- Estimating the liability of the multi-employer pension scheme.

1.4 Income

Income for both restricted and unrestricted funds are recognised in full in the Statement of financial activities in the year in which they are receivable. Voluntary income is received by way of legacies and donations and is included in full in the Statement of financial activities when receivable. Volunteer time is not included in the financial statements.

Legacies are recognised at the earlier of actual receipt or on receipt of Estate accounts which confirm the BDA’s entitlement to receive the funds, the probability of receipt and provide an accurate measure of the legacy. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Recognition is not taken for legacies subject to a life interest as they do not meet the SORP’s recognition criteria.

Notes to the Financial Statements

For the year ended 31 March 2022

Investment income is recognised on a receivable basis. All grants (including from government) are accounted for when the charity has entitlement to the funds, and performance related conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

1.5 Expenditure

The costs of raising funds relate to the costs incurred by the charitable company in raising funds for its charitable work. Governance costs are primarily associated with constitutional and statutory requirements. Expenditure is recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered. Resources expended are allocated to the activity where the cost relates directly to that activity. Other costs represent the cost of charitable activities that cannot be directly attributed (Directors, Administration, Finance, Human Resources and Information Technology) but which are incurred to deliver our services are apportioned across other activities on the basis of their use of those resources.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life using the straight-line method. The depreciation rates in use are as follows:

Computer equipment	2 years
Fixtures, fittings & equipment	2 years

1.7 Leasing and hire purchase commitments

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of financial activities in the year in which they fall due.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 Pensions

The charitable company participates in a multi-employer pension scheme, the Pension Trust's Growth Plan. The assets of the Scheme are held in an independently administrated fund. (see note 14). In accordance with FRS 102 section 28, the SOFA includes;

- The cost of benefits accruing during the year in respect of current and past service (charged against net income).
- The increase in the present value of the scheme's liabilities arising from the passage of time (also charged against net income:

The charity also has a defined contribution pension scheme for existing staff. The amount charged in the Statement of financial activities in respect of the defined contribution pension scheme is the contributions payable in the year. All allocations (income or expenditure) arising from the pension schemes are charged to unrestricted funds.

1.10 Accumulated funds

Unrestricted funds are donations and other income receivable or generated for the objects of the charity.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of support costs. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2022

1.11 Constitution, address and legal status

The British Deaf Association is a private company limited by guarantee incorporated in England and Wales (company registration number 2881497), and also a registered charity (charity registration number 1031687, England and Wales, SCO42409, Scotland). The registered office is, St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. The charitable company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to 25 pence.

1.12 Functional currency

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.13 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Fixed assets are recorded at depreciated historical cost and all other assets and liabilities are recorded at cost which is their fair value.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2022

2 Donation and Legacies

	Unrestricted funds	Designated funds	Restricted funds	Total 2022
	£	£	£	£
Donations and gifts	66,584	-	1,560	68,144
Legacies receivable	594,758	-	-	594,758
Total	661,342	-	1,560	662,902

	Unrestricted funds	Designated funds	Restricted funds	Total 2021
	£	£	£	£
Donations and gifts	58,622	-	2,778	61,400
Legacies receivable	383,885	-	-	383,885
Total	442,507	-	2,778	445,285

3 Charitable Activities

	Unrestricted funds	Designated funds	Restricted funds	Total 2022
	£	£	£	£
Sign Language Projects	-	-	18,976	18,976
Deaf Children, Youth and Families Projects	-	-	107,861	107,861
Deaf Community Advocacy Projects	-	-	202,817	202,817
Deaf Access and Inclusion Projects	-	-	283,833	283,833
Others	68,526	-	145,190	213,716
Total	68,526	-	758,677	827,203

	Unrestricted funds	Designated funds	Restricted funds	Total 2021
	£	£	£	£
Sign Language Projects	18,669	-	48,757	67,426
Deaf Children, Youth and Families Projects	19,696	-	112,074	131,770
Deaf Community Advocacy Projects	89,337	-	183,946	273,283
Deaf Access and Inclusion Projects	43,143	-	101,811	144,954
Others	109,326	-	138,626	247,952
Total	280,171	-	585,214	865,385

Included within income from charitable activities are government grants received amounted to £382,752 (2021: £439,837). There were no unfulfilled conditions or other contingencies attaching to these grants (2021: none).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2022

4 Expenditure

	Unrestricted funds	Designated funds	Restricted funds	Total 2022
	£	£	£	£
Costs of raising funds	10,443	-	-	10,443
Charitable expenditure	110,766	-	735,324	846,090
Other – pension scheme costs	(112,515)	-	-	(112,515)
Total	8,694	-	735,324	744,018

	Unrestricted funds	Designated funds	Restricted funds	Total 2021
	£	£	£	£
Costs of raising funds	45,095	-	-	45,095
Charitable expenditure	289,675	-	608,632	898,307
Other – pension scheme costs	73,994	-	-	73,994
Total	408,764	-	608,632	1,017,396

	Staff costs	Depreciation	Other costs	Total 2022
	£	£	£	£
Costs of raising funds	8,523	-	1,920	10,443
Charitable activities:				
Direct costs	464,536	-	171,117	635,653
Support costs	91,318	1,649	94,128	187,095
Governance costs	108	-	23,234	23,342
	564,485	1,649	290,399	856,533
Other expenditure:				
Pension finance charges	3,451	-	-	3,451
Remeasurements of scheme valuation	(156,862)	-	-	(156,862)
Pension scheme administration expenses	40,896	-	-	40,896
Total	451,970	1,649	290,399	744,018

	Staff costs	Depreciation	Other costs	Total 2021
	£	£	£	£
Costs of generating funds	43,163	-	1,932	45,095
Charitable activities:				
Direct costs	477,702	-	129,504	607,206
Support costs	136,461	3,463	132,703	272,627
Governance costs	-	-	18,474	18,474
	657,326	3,463	282,613	943,402
Other expenditure:				
Pension finance charges	10,522	-	-	10,522
Remeasurements of scheme valuation	13,515	-	-	13,515
Pension scheme administration expenses	49,957	-	-	49,957
Total	731,320	3,463	282,613	1,017,396

British Deaf Association

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For the year ended 31 March 2022

Analysis of charitable expenditure	Direct		Indirect		Total 2022
	Staff costs	Other costs	Staff costs	Other costs	
	£		£	£	£
Sign Language Projects	(1,333)	21,017	10,877	(373)	30,188
Deaf Children, Youth and Families	73,607	21,554	9,707	20,241	125,109
Deaf Community Advocacy Projects	147,890	30,638	7,368	22,330	208,226
Deaf Community Development	36,909	77,225	7,368	8,998	130,500
Policy and Campaigns	140	15,351	14,385	(2,085)	27,791
Deaf Access and Inclusion	169,838	99,318	11,549	22,975	303,680
Publication, Membership & Communications	-	4,222	9,977	4,422	18,621
Deaf Training Projects	(19,280)	(37,035)	8,538	1,555	(46,222)
BSL Media, Governance, Access to Work and Others	56,765	(61,172)	11,657	40,947	48,197
Total	464,536	171,118	91,426	119,010	846,090

	Staff costs	Other costs	Staff costs	Other costs	Total 2021
	£		£	£	£
Sign Language Projects	27,818	12,481	20,051	7,304	67,654
Deaf Children, Youth and Families	159,305	32,135	35,817	46,095	273,352
Deaf Community Advocacy Projects	59,927	41,547	19,549	21,106	142,129
Deaf Community Development	-	65	6,691	2,855	9,611
Policy and Campaigns	20,608	26	2,676	1,176	24,486
Deaf Access and Inclusion	118,405	13,821	23,026	25,182	180,434
Publication, Membership & Communications	79,478	694	20,354	20,375	120,901
Deaf Training Projects	12,162	-	-	1,361	13,523
BSL Media, Governance, Access to Work and Others	-	28,734	8,295	29,188	66,217
Total	477,703	129,503	136,459	154,642	898,307

Analysis of support costs

	2022	2021
	£	£
Premises and related costs	43,596	53,389
Travel and accommodation	15,079	750
Office costs	56,887	82,662
Training and related costs	3,330	669
Governance costs	23,342	18,474
Consultancy	83,095	115,066
Other costs	65,070	11,603
Total	290,399	282,613

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2022

5	Costs of generating donations and legacies	2022 (£)	2021 (£)
	<i>Other costs comprise:</i>		
	Costs of generating donations and legacies	1,920	1,932
		1,920	1,932

6	Governance costs	2022 (£)	2021 (£)
	<i>Other governance costs comprise of:</i>		
	Audit fees	11,145	8,000
	Legal and professional fees	5,454	8,923
	Trustees costs (including staff costs)	6,743	1,551
		23,342	18,474

Included within Trustees' costs is £416 (2021: £1,551) paid to 2 (2021: 8) Trustees, with respect to reimbursement of travel, hotel and subsistence expenses relating to the business of the charity. None of the Trustees (or any persons connected with them) received any remuneration during the year (2021: £Nil).

7	Employees	2022	2021
	<i>The average head count of employees during the year was:</i>		
	Deaf Community Advocacy	6	6
	Deaf Community Development	3	4
	Deaf Access and Inclusion	5	9
	Deaf Children, Youth and Families	15	23
	BSL and Deaf Films Development	2	2
	BDN / BSL Media and Communications	2	2
	Policy and Campaigns	0	1
	Support Staff	3	3
		36	50

8	Employment costs	2022 (£)	2021 (£)
	Wages and salaries	426,873	518,315
	Social security costs	29,584	40,666
	Redundancy costs	1,990	12,030
	Other pension costs	16,483	20,415
	Sub total	474,930	591,426
	Other staff related costs	89,555	65,900
	FRS 102 Valuation movement on defined benefit scheme	(112,515)	73,994
	Total	451,970	731,320

There were no employees who annual emoluments were £60,000 or more (2020 – Nil). The key management and personnel of the charity was the Chief Executive (starting from January 2022). Total remuneration with respect to key management and personnel amounted to £10,000 (2021: £16,712).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2022

9	Tangible fixed assets	Computer equipment £	Fixtures, fittings & equipment £	Total £
	Costs			
	At 1 April 2021	85,980	12,710	98,690
	Additions	-	-	-
	At 31 March 2022	85,980	12,710	98,690
	Depreciation			
	At 1 April 2021	82,683	12,710	95,393
	Charge for the year	1,649	-	1,649
	At 31 March 2022	84,332	12,710	95,392
	Net book value			
	At 31 March 2022	1,648	-	1,648
	At 31 March 2021	3,297	-	3,297

10 Subsidiary company

Holdings of more than 20%

The company holds more than 20% of the share capital of the following company:

Company	Country of registration or incorporation	Class	Shares held %
Big D Company Limited	England and Wales	Ordinary	100

The aggregate amount of capital and reserves and the results of this undertakings for the last financial year were as follows:

	Principal activity	Capital & reserves £	Profit / (Loss) £
Big D Company	Dormant	-	-

It was considered necessary to impair the investment in Big D Company Limited due to sustained losses attained in the subsidiary company before discontinuing its use.

11 Debtors

	2022 £	2021 £
Trade debtors	47,385	15,268
Other debtors	631,009	373,324
Prepayments and accrued income	55,412	119,354
	733,806	507,946

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2022

12	Creditors: amounts falling due within one year	2022 £	2021 £
	Trade creditors	12,879	3,792
	Taxation and social security costs	6,159	6,691
	Other creditors	2,211	1,974
	Deficit repayment plan on multi-employer pension scheme	47,811	99,711
	Accruals and deferred income (see below)	111,189	84,615
		180,249	196,783

Included within creditors: amounts falling due within one year are the following movements in deferred income;

	2022 £	2021 £
Deferred income brought forward	59,733	39,770
Income deferred in the year	24,654	59,733
Deferred income released from prior year	(59,733)	(39,770)
Deferred income carried forward	24,654	59,733

Deferred income is disclosed in the financial to show to what extent income has been received recognised as income in a future accounting period. Income deferred relates to grants received i but which relate to a future period.

13	Creditors: amounts falling due after one year	2022 £	2021 £
	Deficit repayment plan on multi-employer pension scheme	83,418	295,501

14 Pension and other post-retirement benefit commitments (as restated see note 21)

The company participates in a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2022

Deficit contributions

From 1 April 2022 to 31 January 2025	£3,312,000 per annum	Payable monthly

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present Values of Provision

	31 March 2022 (£000s)	31 March 2021 (£000s)	31 March 2020 (£000s)
Present value of provision	131	395	468

Reconciliation of Opening and Closing Positions

	Year Ending 31 March 2022 (£000s)	Year Ending 31 March 2021 (£000s)
Provision at start of period	395	4568
Unwinding of the discount factor (interest expense)	3	10
Deficit contribution paid	(151)	(97)
Remeasurements – impact of any change in assumptions	(3)	(14)
Remeasurements – amendments to the contribution schedule	(113)	-
Provision at end of period	131	395

Income and Expenditure Impact

	Year Ending 31 March 2022 (£000s)	Year Ending 31 March 2021 (£000s)
Interest expense	3	10
Remeasurements – impact of any change in assumptions	(3)	14
Remeasurements – amendments to the contribution schedule	(154)	-
Scheme administration expenses	41	50
Total	(113)	74

Assumptions

	31 March 2022 % per annum	31 March 2021 % per annum	31 March 2020 % per annum
Rate of discount	2.35	0.66	2.53

Notes to the Financial Statements

For the year ended 31 March 2022

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions. The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit Contribution Schedule

Year Ending	31 March 2022 (£000s)	31 March 2021 (£000s)	31 March 2020 (£000s)
Year 1	48	151	147
Year 2	48	156	151
Year 3	40	161	156
Year 4	-	138	161
Year 5	-	-	138
Year 6	-	-	-

The above amounts include deficit reduction contributions and contributions to scheme expenses, which are not shown separately on the schedule. In calculating the deficit funding liability the amounts of the contributions relating to expenses have been estimated and excluded as liabilities within these the financial statements.

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises. It is these contributions that have been used to derive the company's balance sheet liability.

The company also operates a defined contribution pension scheme. The assets of the scheme are held in a separate fund from the company. Amounts charged during the year from this scheme are £16,483 (2021: £20,415) and the amount outstanding at 31 March 2022 was £2,080 (2021: £2,014).

15 Restricted Funds

	Movement in funds				Balance at 31 March 2022
	Balance at 1 April 2021	Income	Expenditure	Transfer	
	£	£	£	£	£
Legacies / ADAs	482,897	-	2,000	-	480,897
Current Project Grants	119,893	760,237	733,324	-	146,806
Total	602,790	760,237	735,324	-	627,703

Legacies / ADAs	Balance at 1 April 2021	Income	Expenditure	Transfer	Balance at 31 March 2022
	£	£	£	£	£
Local Group Legacy Funds	138,613	-	2,000	-	136,613
Youth Funds	4,416	-	-	-	4,416
Scotland Funds	54,259	-	-	-	54,259
Greater London Funds	40,000	-	-	-	40,000
Research Funds	69,774	-	-	-	69,774
Holiday Schemes Funds	119,993	-	-	-	119,993
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,812	-	-	-	30,812
Total	482,897	-	2,000	-	480,897

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2022

Current Project Grants	Balance at 1 April 2021	Income	Expenditure	Transfer	Balance at 31 March 2022
	£	£	£	£	£
Scottish Government: Equality	432	151,154	133,714	-	17,872
Scottish Government: Health	6,453	59,789	66,242	-	-
Scottish Government: Digital	-	6,000	6,000	-	-
Dementia Project (Scotland)	28,223	250	250	-	28,223
Dementia Research (Scotland)	-	38,123	31,393	-	6,730
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
BSL Companions (Scotland)	-	6,199	6,199	-	-
Scotland – General	-	727	727	-	-
Northern Ireland – General	-	92,372	92,372	-	-
Deaf Access/Inclusion (England)	24,516	37,018	61,534	-	-
Deaf Access/Inclusion (N. Ireland)	-	3,548	3,548	-	-
Deaf Access/Inclusion (Wales)	-	20,868	20,868	-	-
Deaf Advocacy (N. Ireland)	8,412	102,500	98,572	-	12,340
Deaf Advocacy (Wales)	400	100,317	99,767	-	950
Deaf Roots & Pride (Black Country)	1,582	9,801	11,383	-	-
Deaf Roots & Pride (Scotland)	-	2,247	2,247	-	-
Deaf Roots & Pride (N. Ireland)	-	33,435	23,230	-	10,205
Family Signs at Home (N. Ireland)	-	26,781	26,170	-	611
Covid-19 Project (Wales)	-	19,273	19,273	-	-
Welsh Government – BSL Charter	-	10,125	10,125	-	-
Loneliness Engagement (England)	-	15,582	15,582	-	-
BSL Stores DPO (N. Ireland)	-	8,851	8,851	-	-
Capital Fund (N. Ireland)	-	14,819	14,819	-	-
Deaf Children's Literacy	37,993	-	-	-	37,993
Deaf Heritage Films Project	-	458	(19,542)	-	20,000
Total	119,893	760,237	733,324	-	146,806

Comparative 2021	Balance at 1 April 2020	Income	Expenditure	Transfer	Balance at 31 March 2021
	£	£	£	£	£
Legacies / ADAs	520,380	451	28,076	(9,858)	482,897
Current Project Grants	102,905	587,686	580,556	9,858	119,893
Total	623,285	588,137	608,632	-	602,790

Legacies / ADAs

	£		£	£	£
Local Group Legacy Funds	141,438	-	2,825	-	138,613
Youth Funds	4,416	251	251	-	4,416
Scotland Funds	54,259	-	-	-	54,259
Greater London Funds	50,000	-	10,000	-	40,000
Research Funds	84,774	-	15,000	-	69,774

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For the year ended 31 March 2022

Holiday Schemes Funds	129,851	-	-	(9,858)	119,993
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,612	200	-	-	30,812
Total	520,380	451	28,076	(9,858)	482,897

Current Project Grants	Balance at 1 April 2020	Income	Expenditure	Transfer	Balance at 31 March 2021
	£		£	£	£
Scottish Government: Equality	431	72,680	72,679	-	432
Deaf Roots & Pride (N. Ireland)	1,566	17,400	28,824	9,858	-
Scottish Government: Health	6,453	48,382	48,382	-	6,453
Dementia Project (Scotland)	26,429	12,804	11,010	-	28,223
Big Lottery (Wales) Advocacy	17,747	80,418	98,165	-	-
Deaf Advocacy (Wales)	400	-	-	-	400
BSL Case Scenarios (Scotland)	11,886	-	4	-	11,882
Deaf Children's Literacy	37,993	-	-	-	37,993
Deaf Access & Inclusion (England)	-	30,811	6,295	-	24,516
Deaf Advocacy (N. Ireland)	-	102,763	94,351	-	8,412
Deaf Roots & Pride (Black Country)	-	2,444	862	-	1,582
Deaf Roots & Pride (Scotland)	-	49,984	49,984	-	-
Covid-19 Project (N. Ireland)	-	28,596	28,596	-	-
Covid-19 Project (Scotland)	-	67,108	67,108	-	-
Covid-19 Project (Leicestershire)	-	24,503	24,503	-	-
BSL Companions (Scotland)	-	9,145	9,145	-	-
Scottish Government: Digital	-	31,000	31,000	-	-
Welsh Government: BSL Policies	-	4,850	4,850	-	-
Dementia Research (Scotland)	-	4,423	4,423	-	-
Deaf Heritage Films Project	-	375	375	-	-
Total	102,905	587,686	580,556	9,858	119,893

British Deaf Association

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For the year ended 31 March 2022

The membership of the Association has been divided into geographical areas, each of which is headed by an Area Deaf Association which operates separate accounts. These are consolidated into one account as a restricted fund, since the Trustees have ultimate control over these funds. The following splits out the summary results by area.

Area Deaf Associations	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,990	-	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,812	-	-	30,812

Area Deaf Associations	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,790	200	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,612	200	-	30,812

The nature of the restricted funds is shown below;

Local Group Legacy Funds: Set up a specific project and local funds for Deaf people bequeathed through Wills to fund activities.

Youth Funds: Set up a specific project funds for Deaf young people to fund activities.

Holiday Schemes Fund: Set up a respite fund for Deaf people to fund specific activities.

Other Restricted Funds: Set up a small number of key Deaf project funding carried over to complete the funding in the next year.

Area Deaf Associations: Set up 12 regional Deaf association funds as part of the BDA run by and for local BDA members.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2022

Deaf Heritage Project: Funded SHARE (The Deaf Visual Archive) online archive bringing together films, photos and memories from around the world with the aim to illustrate the range, richness and depth of the Deaf community and their history.

Scottish Government (Equality Unit): Funded the BSL (Scotland) Act project to support the engagement of BSL users to participate and contribute.

Big Lottery (NI) Deaf Roots & Pride: Funded the activities programme for Deaf children and young adults in Northern Ireland.

Big Lottery (Scotland) Deaf Roots: Funded the activities programme for Deaf children and young adults in Scotland.

Big Lottery (England) Deaf Advocacy: Funded the advocacy service for Deaf people in the Midlands and East London.

Dementia Scotland: Funded the project supporting Deaf people who have dementia and their carers enabling them to share and receive information, knowledge and experiences.

Big Lottery (Wales) Advocacy: Funded the advocacy service for Deaf people in the South Wales.

Deaf Community Advocacy (Wales): Funds the advocacy service for Deaf people in the South Wales.

Deaf Community Advocacy (NI): Funded the advocacy service for Deaf people in Northern Ireland.

Deaf Access and Inclusion (NI): Funded a short term project in Northern Ireland.

Deaf Access and Inclusion (England): Funded a short term project for Deaf people in England.

Deaf Children's Literacy: One-off funding to fund Deaf Children Literacy project

BSL Case Scenario / Give Me BSL: Funded a BSL incentive project in Scotland.

16 Unrestricted Funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Trustees for specific purposes:

2022

Movement in funds

	Restated Balance at 1 April 2021	Income	Expendi ture	Transfer	Balance at 31 March 2022
	£	£	£	£	£
General Fund	159,595	745,151	(8,694)	(346,370)	549,682
Development Fund	46,328	-	-	203,672	250,000
Pension Fund	160,302	-	-	142,698	303,000
Total	366,225	745,151	(8,694)	-	1,102,682

British Deaf Association

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2021	Movement in funds				
	Balance at 1 April 2020	Income	Expenditure	Transfer	Balance at 31 March 2021
	£	£	£	£	£
General Fund	72,110	736,901	(408,764)	(240,652)	159,595
Development Fund	66,328	-	-	(20,000)	46,328
Pension Fund	(100,350)	-	-	260,652	160,302
Total	38,088	736,901	(408,764)	-	366,225

Pension Fund: Since April 2013, the Pensions Trust has required the BDA to pay additional pension contributions. Our pension liability debt at 31 March 2022 is approximately £131,000, however our pension reserve at the same date is £303,000 and therefore we currently have a surplus position. Based on the September 2020 actuarial valuation a new payment plan was agreed commencing in April 2022. The new plan requires the charity to make deficit reduction payments of £47,810 per year to 2025, and, to pay scheme administration expenses of £53,441 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The charity's unrestricted income is unpredictable, especially unknown legacy income, hence why the Board's priority is to protect the BDA's long-term future by ensuring there are sufficient funds allocated to its Pension Reserve Fund.

Development Fund: The main purpose of the Development Fund is to cover new business development opportunities, for example hiring a specialist consultant to help re-design the charity's database.

17 Analysis of changes in net debt

	Balance at 1 April 2021	Cash flows	Other non-cash changes	Balance at 31 March 2022
	£	£	£	£
Cash and cash equivalents				
Cash	950,056	308,542	-	1,258,598

18 Analysis of net assets between funds

	General Funds	Designated Pension	Designated Funds	Restricted Funds	Total
	£	£	£	£	£
Fund Balances at 31 March 2022 represented by:					
Tangible Fixed Assets	1,648	-	-	-	1,648
Current Assets	655,820	434,229	250,000	652,355	1,992,404
Creditors: amounts falling due within one year	(107,786)	(47,811)	-	(24,652)	(180,249)
Creditors: amounts falling due after one year	-	(83,418)	-	-	(83,418)
	549,682	303,000	250,000	627,703	1,730,385

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Fund Balances at 31 March	£	£	£	£	£
2021 represented by:					
Tangible Fixed Assets	3,297	-	-	-	3,297
Current Assets	193,637	555,514	46,328	662,523	1,458,002
Creditors: amounts falling due within one year	(37,339)	(99,711)	-	(59,733)	(196,783)
Creditors: amounts falling due after one year	-	(295,501)	-	-	(295,501)
	159,595	160,302	46,328	602,790	969,015

19 Operating lease commitments

At the 31 March 2022, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Land and Buildings		Other	
	2022	2021	2022	2021
	£	£	£	£
Within 1 year	-	6,033	7,404	3,667
Between 2 and 5 years	-	-	4,671	3,667
	-	6,033	12,075	7,334

20 Related party transactions

During the year the trustees made donations which totalled £35 (2021: Nil)

Accounts



A Company Limited by Guarantee

Company No. 2881497

Charity No. 1031687

Scottish Charity No. SCO42409

Report and financial statements

For the year ended

31 March 2021

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Reference and administrative information

Trustees:

Linda Richards (Chair)	Term ended 26 th June 2021
Gloria Pullen (Vice Chair)	Term ended 26 th June 2021
David Buxton (Hon. Treasurer)	Chair from 26 th June 2021
Lesley Davidson	Vice-Chair from 26 th June 2021
John Carberry	
Kevin Buckle	Resigned 16 th April 2021
Matt Kirby	Term ended 26 th June 2021
Deirdre Maguire	Term ended 26 th June 2021
Robert Adam	Term commenced 26 th June 2021
Linda Richards	Co-opted 27 th June 2021 and resigned 31 st January 2022

Chief Executive: Rebecca Mansell

Company Number: 2881497

Charity Number: 1031687

Scottish Charity Number: SCO42409

Registered Office: St. John's Deaf Community Centre
258 Green Lanes
London N4 2HE

Auditors: Price Bailey LLP
24 Old Bond Street
London W1S 4AP

Bankers HSBC Bank plc
29 English Street
Carlisle
Cumbria CA3 8JX

Solicitors: Burnetts
Victoria House
Wavell Drive
Rosehill Industrial Estate
Carlisle
Cumbria CA1 2ST

British Deaf Association

Trustees' Annual Report

For the year ended 31 March 2021

Trustees Annual Report 2020-21

The Trustees are pleased to present the annual report and accounts for the year 1st April 2020 to 31st March 2021.

Who we are / What we do

The British Deaf Association (BDA) is a Deaf-led organisation focusing on Deaf people who use British Sign Language (BSL) or Irish Sign Language (ISL) as their first or preferred language.

The BDA is the leading Deaf organisation in the UK run by Deaf people; united by shared experiences, history, and, most importantly, by BSL and ISL.

Since 1890, the BDA's commitment has been to ensure that the sign language, culture, community, diversity and heritage of Deaf people should be effectively protected by valuing the rights of Deaf people - with all their diverse experiences and abilities - and the use of BSL and ISL.

The BDA wishes to see a society where sign language users have the same rights, responsibilities, opportunities and quality of life as everyone else.

The BDA stands for **D**eaf **E**quality, **A**ccess, and **F**reedom of choice:

EQUALITY

That Deaf people are able to access information and support in their preferred language and are able to have the same opportunities to achieve the same outcomes as hearing people. Legal recognition of BSL and ISL is essential to this awareness, recognition and respect, as well as achieving equality of access and achievement for Deaf people.

ACCESS

Every Deaf person must have access to services - from government level down to their local shop – in their preferred language.

FREEDOM OF CHOICE

Every Deaf person should have the right to choose to sign or speak or both without sanction and without obstacles.

Welcome

Welcome to the BDA's 2020-21 Annual Report and Financial Statement.

This Annual Report is unusual in that it is the Report of the year when the BDA was managed by a small group of officers of the Board of Trustees. The Joint Management Group (JMG) was formed following the departure of the Executive Director in July 2020 and comprised the Chair, Linda Richards, Vice-Chair, Gloria Pullen and Hon. Treasurer, David Buxton. All were unpaid. The JMG was formally established four months into the Covid-19 pandemic, was effectively the de facto CEO, and, managed the charity for the following 18 months focusing mainly on operations, review and overhaul of finances, making (and successfully securing) funding applications, and, reviewing, revising and updating systems and practices. It is doubtful that, without their work, we would be reporting on a financially healthier, much improved and more robust organisation.

It was a year of unprecedented challenges for the BDA as the pandemic affected the delivery of our services and projects across the UK. However, despite the problems the Covid-19 pandemic brought, the BDA's staff and volunteers have still been making a huge difference to the lives of Deaf people of all ages.

We have many reasons to be optimistic and hopeful for the future. Whatever course the pandemic takes in the years ahead, our services and projects will continue to support Deaf people.

As part of the BDA's Sign Language Week 2021, 18th March 2021 was the launch of our BSL Act Now! campaign, 18 years since the Government formally recognised British Sign Language (BSL) as a language in its own right. However, this "recognition" is not the same as a legal status of BSL and we still wait for - and need - that via a BSL Act. Why? We reflect upon the history of the BDA, formed in 1890 partly in response to the threats to Deaf people's language and education rights due to decisions made at the Milan conference of 1880. The BDA continue to advocate for those rights, enable people to realise those rights, challenge when those rights are not upheld, and empower Deaf communities.

However, in spite of the advances of the last century, another year has passed without meaningful realisation of many rights for Deaf Sign Language users in the UK especially around securing a BSL Act in Westminster. Scotland has shown leadership in this regard in 2015 with the passing of the BSL (Scotland) Act. The return of Stormont in Northern Ireland shows promise as a BSL/ISL Bill is noted in their programme, *'New Decade, New Approach'*, published in January 2020. With ever-increasing awareness and exposure of BSL in the mainstream, the BDA continues to press for a BSL Act.

The BDA remains a conduit for the community; a membership organisation run by and for Deaf people. We celebrate our language, culture and history, and seek to build and improve our community. However, too often our projects provide for people who have been let down, left out, and excluded.

The BDA's core projects as part of our Deaf and Sign Language Community programme have continued to provide resources and services for sign language users across the UK. We have continued to lobby governments and service providers, and, take a seat at a table wherever possible as part of our ethos, 'nothing about Deaf people, without Deaf people'.

We hope that this report provides an interesting and informative log of the work of the BDA of the past year, as well as the challenges we faced. As we look to the next year with the strong spirit and resilience of the founders of the BDA, we gratefully thank our members, volunteers, funders, and staff for all of their generosity and hard work in continuing to make a big difference for our community.

British Deaf Association

Trustees' Annual Report

For the year ended 31 March 2021

Key figures

Action	Numbers	Notes
Deaf people supported	2,406	Up by 11% on previous year.
Young people and families supported	458	Reduced by 33% due to pandemic, need to adopt new safeguarding procedures for Zoom meetings, and, Zoom fatigue as young people also used Zoom for their schoolwork.
Information videos	872 videos reaching 844,665	Increase on previous year of 324% due to need for information during the pandemic.
Consultation events and information sessions to Deaf people	1,744	Reduced by 17% on previous year as a result of less face-to-face meetings due to Covid-19.
Delivered training events to professionals working with Deaf people	329	Significant drop (69%) on previous year due to the Covid-19 pandemic preventing training events from taking place.

It should also be noted that the number of BDA staff in each nation was reduced during 2020-21.

Overview and achievements

2020-21 has been a very busy, unique and challenging year due to the Covid-19 pandemic.

The main challenges were moving from office-based to home-based working and adapting services to a virtual basis. This involved BDA staff holding multiple meetings with a diverse range of agencies, departments and funders to agree how services could be amended during lockdown. Additionally, staff had to educate members of the Deaf community on how to use Facetime, WhatsApp and in particular, Zoom (which became the main and vital platform for online activity). As Deaf people's confidence with technology grew, the number of meetings and information sessions increased exponentially and included such things as live-streaming - all completed in line with the prevalent government, and local, guidelines at the time.

Throughout all the nations, providing BSL (and in Northern Ireland, both BSL and ISL) videos of current information relating to the pandemic, government regulations, restrictions and so forth, ensured that Deaf people had access to crucial information.

Northern Ireland

VRS Service for Health

BDA (NI) engaged with Health and Social Care (HSC) and other relevant stakeholders which resulted in the rapid establishment of a VRS service enabling Deaf people to contact all health-related services during the Covid-19 pandemic. Members of the Deaf community in NI were relieved and excited by this development as there was no access to the national NHS111 service.

VRS Service for Benefits

BDA (NI) engaged with staff from the Department for Communities (DfC) regarding Deaf people's access to information regarding benefits which were becoming more in demand as businesses shut and people became unemployed through lockdown. A VRS service was accessible for appointments across a wider range of benefits giving Deaf people greater independence and access to crucial information.

Interpreter at Executive briefings

BDA (NI) also worked behind the scenes to ensure that on-screen interpreters were present during the NI Executive briefings which were shared via the television and online.

Education Authority

The Advocacy Officer's remit (set by the funding body) is to work in Health & Social Care only. However, due to the pandemic crisis, the team were permitted to step out of HSC settings and worked in partnership with the Education Authority to ensure additional support was in place for Deaf parents' home schooling during this crisis. The support included a range of signed videos and ultimately a VRS service was established allowing Deaf parents of hearing children to be able to contact schools directly.

Family Signing in the Home (FSH)

FSH continued in the format of a 10-week online refresher course for families who had previously completed the full 20-week course. In addition, an online FSH resource was developed and was piloted with a new cohort of families beginning the refresher course.

BSL / ISL Act

Our work continued in the background, but due to the impact of the pandemic, the decision was made not to pursue its completion during this mandate. In turn, this will allow more time for policies to be designed to underpin the legislation ready for when the Act is passed.

Wales

Welsh Interpreting Agencies

BDA Wales worked with the three Welsh interpreting agencies to ensure there was full access for the BSL community throughout the pandemic to important services such as medical settings.

Dementia Friendly

We worked with the Alzheimer's Society to ensure their Deaf Dementia friendly workshops were accessible on an online basis. These were piloted and feedback obtained from those Deaf people who attended. Six sessions were successfully delivered through Zoom.

BSL Bill proposal at the Senedd (Welsh Parliament)

A Member from North Wales proposed a BSL Bill to the Senedd which was widely supported. Information about this event was shared to the BSL community via a live stream on the Senedd website with BSL interpretation lobbied and secured by the BDA. The BDA later hosted a live-stream meeting with the proposer of the motion and members of the Deaf Community. This event has, to date, reached over 3.1k views.

British Deaf Association

Trustees' Annual Report

For the year ended 31 March 2021

BDA Summary news from Welsh Government

We ensured the BSL community was kept informed of developments during the pandemic, BDA Cymru created short summary video clips of the daily briefings. The clips were brief with the key points presented in a style that the BSL community found suitable as the BSL/English interpreter on screen was too fast-paced and not all could keep up with it nor understand the dense concepts being relayed.

Scam workshop, and, video about vaccination scam

In partnership with the South Wales Police, the aim was to educate Deaf people to protect themselves from scams, frauds, and so on, including those scams that had emerged as a result of the pandemic. One such scam was that people had to "...pay for the coronavirus vaccine" - which, of course, was not true. A BDA Cymru staff member produced a video to explain this. This video has had over 10,000 viewings - and counting - reaching far beyond the Welsh Deaf Community thus protecting many more Deaf people in other parts of the UK.

Scotland

News Briefings

BDA Scotland created 66 BSL summaries of Scottish Government's COVID-19 news briefings. These enabled Deaf BSL users to access the information in their first language, BSL, with an appropriate cultural delivery.

Scottish Local Authorities and NHS Boards

An interim progress report was submitted highlighting the work that has been achieved since the creation of the BSL National plan and BSL Local Plans.

Access to information and resources

Provision of additional 'winter support' resources, information on wellbeing and inclusion and any other official critical messages supplied in accessible BSL.

BSL Blethers

A 12-week programme of online discussions to reduce social isolation and improve mental health and wellbeing by delivering information and connecting people. 28 guest speakers were involved – all Deaf - with the numbers of viewers increasing each week.

Deaf Roots and Pride Project

A BSL 'Transitions' video was widely shared via email and social media. One-to-one and online drop-in support was also provided to Young Deaf people struggling with home schooling and future plans.

Heritage

In partnership with Deaf History Scotland (DHS) and with the support from BDA's VLT, we received funding from the Glasgow City Heritage Trust (GCHT) towards two live-streamed events. Such events focused on two Deaf schools and BSL/English interpreters provided the voice over, so the event was made accessible to a wider audience including members of GCHT. Viewings reached 12.7K people.

Our partnership with DHS further resulted in delivering Deaf heritage information to pupils at St Roch's School in Glasgow. This was taught by Deaf Role Models with the Deaf pupils learning new things about the Deaf history of Glasgow and being encouraged to preserve their history for future generations.

British Deaf Association

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For the year ended 31 March 2021

England

Access to public notifications

During the pandemic, the BDA contacted councils, health services and police forces in the Midlands ensuring that there was BSL access provided in relation to public notifications for the Deaf community. This was followed up with further contact from other organisations.

Covid-19 Project

Funded by Leicestershire County Council, the BDA established and ran this project to provide information, advice and support to Deaf people in Leicestershire.

BSL Helpline

We received funding from the National Emergencies Trust which went towards providing access to information and advice in BSL during the pandemic. This service was extended to cover the East Midlands locality too.

Public Consultations

We carried out two consultations with Highways England and the local Deaf communities in Derbyshire and Leicestershire to increase input from local Deaf people regarding services and a BSL safety video.

Deaf Wellbeing Project

This was funded by Leicestershire County Council and in partnership with Leicestershire Deaf Forum, this project included a series of workshops and production of a series of BSL videos about wellbeing and loneliness.

Information Sessions

A series of sessions were delivered to raise awareness of the dangers of loan sharks and the funding was received from the England Illegal Money Lending Team.

BSL Charter

The first live-streaming of the BDA's BSL Charter was held with Brent Council who signed their pledge and support for the BSL Charter in January 2021. A BSL Charter audit was carried out with Nottinghamshire County Council.

Deaf Advocacy – Northern Ireland and Wales

Currently there are two 'Advocacy for Deaf Adults' projects running in Northern Ireland and Wales. These are funded by the Health & Social Care Board and the National Lottery Community Fund respectively. The service offers advice and support along with empowerment and independence to the Deaf community.

The pandemic, with all the extra pressures it has brought, has resulted in the advocacy service seeing a sharp rise in the number of cases where support was sought and offered. In NI cases were up by 160% on the previous year, and in Wales, the figure was 85%.

An important aspect during this unprecedented time were the daily videos in Sign Language which were produced by each region. These informed the Deaf community of the new rules, developments, changes to the lockdown situation and the pandemic itself including health aspects.

In Northern Ireland, the first-ever live streamed event was held in partnership with the Public Health Agency, and difficulties accessing the NHS 111 service were highlighted by the staff which led to the introduction of a VRS service for all health-related appointments.

British Deaf Association

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For the year ended 31 March 2021

In Wales, BDA's BSL campaigning work resulted in a Member of Senedd proposing a BSL Bill which was presented to the Senedd with an online BSL interpreter and widely accepted by Senedd Members.

Case Studies

- A caregiver was refused in-person interpreting in order to access information about their parent's hospital care during the Covid-19 pandemic. The carer was advised of their rights and the hospital informed them about the interpreting protocol during Covid-19 and acknowledged the need for the carer to be fully informed of their family member's care. VRS was explained to both parties which resulted in the carer being able to access the care package discussion both remotely and in person.
- A client came to BDA for support and guidance on how to apply for a mortgage holiday payment during the pandemic. They were very nervous doing this online but with support via Zoom and screen sharing the step-by-step process to get this was successfully completed.

Statistics

Advocacy	Northern Ireland	Wales
Number of Clients	154	126
Number of Cases	181	137
Number of Information Sessions	16	136
Number of Deaf participants	165	1,048
Number of Consultation Meetings	16	-
Number of Deaf participants	87	-
Deaf Equality Training	1	9
Number of participants	9	72
Making Information Accessible		
No of BSL/ISL Videos produced	114 topics 228 videos (BSL& ISL)	172
Live-Stream Events	3	-
Number of views	138,321	89,196
Number of WhatsApp	-	10,305

No prior year comparatives are available in relation to the above as such information was not previously analysed.

BSL Charter

The BDA's Midlands Access & Inclusion (BSL Charter) project aims to empower the local Deaf community and to campaign for improved access to local services.

There were multiple public consultations carried out on diverse subjects from town planning to Acute and Maternity services along with a wellbeing project funded by Leicestershire County Council. This project involved 8 wellbeing sessions and the production of 2 BSL videos on 'loneliness'. An additional video was produced to raise awareness of Highway England's text messaging and video relay interpreting service and a review of this was conducted by service users.

The London Borough of Brent is the most recent BSL Charter participant, with a commitment to all pledges which will entail BDA staff carrying out an audit on their services to begin with.

British Deaf Association

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For the year ended 31 March 2021

Quotes

On the initial review there does seem to be some good feedback in here which will be useful for the next stages of the Plan. Again, thank you for undertaking this consultation and for your assistance.

Your hard work and expertise has been invaluable in ensuring the consultation was a success, and we are assured that the people and communities of Leicester, Leicestershire and Rutland that you represent have had the opportunity to participate.

I would like to take this opportunity to sincerely thank you for all of your hard work and dedication over the past few months in promoting and supporting our acute and maternity reconfiguration consultation.

Statistics

BSL Charter	England
Number of Information Sessions	8
Number of Deaf participants	40
Number of Consultation Meetings	24
Number of Deaf participants	127
Deaf Equality/BSL Training Sessions	12
Number of participants	127
Number of Councils signed up	1
Making Information Accessible	
Number of BSL/ISL Videos produced	3
Number of views	1,526

BSL (Scotland) Act Projects

Scotland have two projects funded by the Scottish Government resulting from the BSL (Scotland) Act 2015.

Bridge Builders: Engagement with the BSL Community

Aims to promote BSL to all public bodies including the 32 councils, to reduce barriers in participation and engagement for the signing community and to reduce imbalances in representation of BSL users in all aspects of public life.

All 32 councils were involved in a consultation to collate information for the interim BSL National Progress Report which was created and delivered in both BSL and written English and disseminated on social media platforms, the councils and other relevant bodies.

Two road shows were arranged to engage with BSL users and gather information for the BSL National Progress Report (due October 2021).

There were five training sessions that took place engaging with the local authorities which empowered the Deaf community and they requested that they consider setting up a forum.

Regular briefings from the news were produced in BSL and shared via the BSL (Scotland) Act 2015 website and BSL (Scotland) Facebook 2015 group.

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Case Studies

- One BSL user reflected on the positive change in society's attitude, with BSL classes now being very popular and added that more people can now use BSL which is making a difference.
- Historically, the BSL community has been reluctant in giving feedback or tend to focus only on the negatives making it difficult for public bodies to engage. With additional training, BSL users are now constructively participating in consultations

Equality, Access and Citizenship for Deaf People

Aims to engage with the Deaf community and public bodies and to support with the implementation of actions as stated in the BSL plans both nationally and locally.

As part of this project, a total of 66 weekly and occasional urgent on-the-day BSL summaries of the Scottish Government's Covid-19 briefings were made to give access to information in Deaf people's first language with appropriate cultural delivery.

An interim progress report was created for Scottish NHS Boards and NHS 124 highlighting what had been achieved since the creation of the BSL National Plan and their own local plans. In addition, consultations were held with Public Health Scotland to discuss the amendments to three NHS Scotland guidance documents relating to BSL access to NHS services.

We supported the Scottish Children's Reporting Association (SCRA) by helping them to create a BSL Plan for their future work with Deaf BSL users. Additionally, we created an engagement plan between BSL users and Food Standards Scotland in order to make their website accessible.

Case Studies

- Food Standards Scotland established a BSL logo on their landing page which re-directs BSL users to a webpage listing informative videos in BSL.
- A BSL video was sent to NHS 24 (management of NHS information website) providing information on how to make their service more accessible for Deaf BSL users.
- BSL users either missed the news briefings on TV or were unable to follow them but found that by using the BSL summaries on BDA's Facebook, they could pause, go back, re-watch and gain a full understanding of what was happening in Scotland.

Statistics

Project Name	Bridge Builders	Equality, Access & Citizenship for Deaf People
Number of Training for Deaf people	6	-
Number of Deaf participants	46	-
Number of Information Sessions	33	17
Number of Deaf participants	111	42
Number of Consultation Meetings	45	40
Number of Deaf participants	24	6
Number of Hearing professionals	32	52
Scotland have BSL Local Plans	32	15

British Deaf Association

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For the year ended 31 March 2021

Making Information Accessible		
Number of BSL/ISL Videos produced	211	132
Number of views	280,000	87,592

Deaf Roots and Pride (DRP)

DRP Transitions Scotland

Transitions activities and support work for those aged 8–25 years old in the central belt of Scotland.

DRP Mentoring Black Country & Midlands

Providing mentoring support and activities for those aged 8-18 years old. The project focus on increasing young people's sense of identity, confidence, and self-belief.

DRP Northern Ireland (NI)

Providing DYP activities days for those aged 0-18 years old with their families.

The project continued to meet the needs of deaf young people during the Covid-19 pandemic by embracing technology and delivering a variety of sessions via Zoom during the lockdowns. This included bi-weekly cross-national events with young people from NI, Midlands and the Black Country as well as one-to-one sessions.

We undertook collaborative work with various national organisations to support young deaf people and their families, including the first ever live streamed event on Modern Apprenticeship with Skills Development Scotland.

Case Studies

- One young deaf person experiencing extreme bullying inside and outside of school was left with low confidence, feelings of isolation and was self-harming. Involvement in DRP led to them learning new skills, gaining new friends and increased confidence.
- A young Deaf person (aged 21) shared their apprenticeship experience with other Deaf people on the live-streamed event with Skills Development Scotland. Not only did the other participants learn more information, gained support and encouragement but she enjoyed the experience and had increased confidence as a result of her involvement.

Statistics

Deaf Roots & Pride	Northern Ireland	Scotland	Midlands & Black Country
Number of Mentoring session	-	-	62 (137 hours)
Number of Youth Activities	54	5	38
Number of young people involved	158	50	227
Making Information Accessible			
Number of BSL/ ISL Videos produced	3	24	-
Live-Stream Events	-	4	-
Number of views	5,698	9,110	-

No prior year comparatives are available as such information was not previously analysed.

Family Signing in the Home (FSH) – Northern Ireland

FSH has one main aim which is to provide better communication within a family where there is a child (or children) diagnosed as deaf.

Having successfully delivered the course for the previous six years, a decision was made to trial an online pilot refresher course to six families who had previously completed the standard course. The feedback indicated (see the example below) that revision classes were needed for families and that this shorter version would also work for new families given the need to deliver this via Zoom.

100% of families believed it worked just as well as face-to-face although one family stated they would prefer face-to-face as they felt you perhaps engaged more with it and another who stated it would be easier to keep the children involved with games, etc., if it was all done in person but overall, the online provision worked very well.

A further six families completed a second round of refresher courses.

Online resources were developed in partnership with the FSH tutors and it was well received by participants as a means to support their learning independent of the class time.

Case Studies

- One child recognised the difference sign language made to him and commented by saying *"I wish they would sign more in school as it is easier, and I am less tired"*
- Parents had concerns regarding their child's move from one school to another but found they were able to speak with the tutor about subjects that really matter to them, such as transitioning from primary to secondary level education which their child would be doing this September.
- Families who had several years between the initial and refresher course all commented that they were able to learn more age-appropriate signs that their children would require. In addition, they specified that it involved more conversational language rather than just words that they used when they were younger.

Statistics

Family Signing in the Home	Northern Ireland
Number of Families involved in <i>Family Signing in the Home</i> – 10 weeks refresher course	12 (180 hours teaching) 6 Tutors
Number of siblings altogether	42

Deaf Dementia Research - Scotland

As this is a newly established project this report only covers the initial 2 months from February 21. This project will carry out research into current provision for Deaf people with Dementia including interviews with care homes with findings and recommendations to be presented at a community conference on completion, which will be in March 2022.

There are no case studies yet but impacts noted and there is a greater interest from care homes and social work services seeking appropriate resources for their residents/service-users/staff. The newly created webpage designated to this research project has attracted queries about our Deaf Dementia Toolkit produced the previous year and requests for dementia-awareness training.

British Deaf Association

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Statistics

Deaf Dementia Research	Scotland
Number of Clients	7
Number of professionals for research	37
Number of organisations	76
Making Information Accessible	
Number of BSL/ISL Videos produced	5
Number of views	5,089

Census – Northern Ireland

Delivering online support to the Deaf community to assist in the completion of Census forms. There were BSL & ISL videos explaining the Census along with translations of the questions.

Case Study

One Deaf person, previously unknown to BDA (NI), saw the promotional information on Facebook and booked a slot. They had received their Census paperwork, had not understood what it was about so had thrown it out not realising the importance of completing it, and subsequently panicked about the possibility of being fined. All was sorted with the BDA's support.

Statistics

Item	Topic	Number of Views
Video 1	What is the Census?	1,000
Video 2	Advising questions now available with links	1,200
Online Support	Census Form Filling & Information	15 Deaf people

Signs of Our Times – Northern Ireland

Utilising the existing Signs of Our Times DVD (originally produced with Heritage Lottery Funding) and reformatting it to be included on the BDA website. The aim was to reduce isolation experienced by Deaf people and encourage a resurgence of pride in Deaf history.

Following putting this on BDA's website, we organised 4 further events (two of which were live streamed and two pre-recorded) for Deaf people to meet a panel and to discuss this.

Quote

Fantastic to watch three young deaf people expressing their own views - they are our future leaders.

Statistics

Signs of Our Times	Northern Ireland
Making Information Accessible	
Number of BSL & ISL Videos produced	2
Live-Stream Events	2
Number of views	10,303

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For the year ended 31 March 2021

Glasgow Heritage Trails

Two trails (funded by Glasgow City Heritage Trust and in partnership with Deaf History Scotland) were organised – one for young Deaf people and one for adults. These trails ensured that Deaf people could access information about their local history, heritage and the built environment. School visits, live streamed events and webpage legacy were all used to reach as many people as possible.

Statistics

Glasgow Heritage Trails	Glasgow
Number of School Visits	6
Number of young people involved	21
Making Information Accessible	
Number of BSL & ISL Videos produced	1
Live-Stream Events	2
Number of views	11,845

Quote

I would like to say congratulations to BDA and Deaf History Scotland – It was brilliant to see you speak about Deaf history in Glasgow, particularly as I love Deaf school history.

Stop Loan Sharks - Midlands

This was a two-fold project in partnership with the Illegal Money Lending team (IMLT). At a zoom event a member of the IMLT explained what, and who, is a Loan Shark. There were 8 information workshops, via Zoom, enabling Deaf people to ask further questions and expand their knowledge.

Quote

I enjoyed watching Robin Ash from BDA discuss about Loan Sharks through Zoom. It opened my eyes and I learnt some new useful information.

Statistics

Stop Loan Sharks	Midlands
Number of Information Sessions	8
Number of Deaf participants	48
Making Information Accessible	
Number of BSL/ISL Videos produced	3
Number of views	2,590

COVID-19 Emergency Funding

BSL Stories – Northern Ireland

Funded by the National Emergencies Trust. The production and dissemination of monthly BSL stories aimed at a variety of age groups reduced isolation and encouraged responses and engagement from the Sign Language community. We ensured that the presenters were all Deaf role models too. The videos allowed anyone, but specifically families on BDA's *Family Signing in the Home* project, to continue to learn new vocabulary and develop their signing skills. With the closure of Deaf Clubs and other group

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meetings due to lockdown rules, these videos were a welcome relief bringing back memories, and, instigating conversations with friends and family that were not COVID-related.

Quote

I think it is a wonderful idea and clearly a lot of planning has gone into this as you have something for all ages. It's a valuable resource for students who are learning sign language too.

Statistics

BSL (NI) Stories	Northern Ireland
Number of BSL/ ISL Videos produced	12 videos/stories
Number of views	24,786

BSL Call Companion Service - Glasgow

Funded by the National Emergencies Trust. A targeted 'befriending' service focused specifically on Deaf older people who were most at risk of experiencing extreme isolation in Glasgow as a result of Covid-19. A team of 'Call Companions' provided chat and conversation at an agreed time and on a regular basis.

The project showed that a strong bond could form between clients and befrienders through this process and the BDA's 125 Year History Book, which was given to all clients, proved to be a valuable resource. Many clients developed new skills through learning to use technology such as Zoom and Facetime for calls from befrienders.

Case Study

One client was supported to exercise and improve their walking as the support of a befriender gave them the confidence they needed – an activity that was good for their wellbeing.

Statistics

BSL Call Companion Service	Glasgow
Number of Beneficiaries, befrienders and hours/units of support given	10 regular beneficiaries 9 ad hoc beneficiaries 4 x Befrienders 270 hours/units of support

BSL Helpline - Midlands

Funded by the National Emergencies Trust. Providing information and support to Deaf people living in East Midlands ensuring they have access to information on the response to Coronavirus within their locality. The BDA Access & Inclusion Officer worked with various support organisations to ensure their services were accessible for Deaf people. A series of videos of BSL interviews outlining Deaf people's lived experiences of barriers and how they were overcome were produced.

The anxiety and frustrations experienced by Deaf people reduced as a result of having appropriate access to information with confidence improved, and they reported that they felt equipped to express their opinions to service providers.

British Deaf Association

Trustees' Annual Report

For the year ended 31 March 2021

Quote

Thank you so much for providing me with this information, it is greatly appreciated.

Statistics

BSL Helpline	Midlands
Number of Clients	228
Number of Cases	228
Making Information Accessible	
Number of BSL/ISL Videos produced	4
Number of views	6,180

BSL COVID-19 Response Team - Wales

Funded by the Welsh Government's Disabled People's Organisations. The main focus of the Response Team was to provide news, guidance and information in BSL for Deaf people living in Wales including culturally friendly translations of Welsh Government News briefings. Three videos per week were produced along with statistical information from Public Health Wales.

Information was circulated regarding Covid-19 vaccines and this was particularly well received. This was because it gave Deaf people the opportunity to find out the differences between the various vaccines, how they would be contacted, how to book and other relevant information.

Quote

It has been very good having this summary of news regularly updated. It is clear and to the point making it much easier to follow. There is no jargon in it which makes understanding it much easier.

Statistics

BSL COVID-19 Response Team	Wales
Making Information Accessible	
Number of BSL/ISL Videos produced	43
Live-Stream Events	1 (BSL Bill)
Number of views	57,649
WhatsApp views	2,619

Leicestershire COVID-19 – Advice and Information

Funded by Leicestershire County Council. Advice and support were provided to Deaf people – both adults and young people – to ensure they could access information in BSL regarding Coronavirus. This involved three elements: establishing a BSL Helpline, working in partnership with Leicestershire Deaf Forum and the establishment of a bespoke Helpline for Deaf young people.

The Deaf BSL community in Leicestershire reported a sense of feeling safe during the pandemic due to receiving factual and correct information regarding Covid-19 in BSL.

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For the year ended 31 March 2021

Quote

This makes me feel that I have equal access to the information and am treated the same as hearing people. This BSL helpline has been invaluable and I feel this should continue to be provided to support Deaf people in the Leicestershire area.

Statistics

Leicestershire COVID-19	Leicestershire
Number of Clients	122
Number of Cases	122
Making Information Accessible	
Number of BSL/ISL Videos produced	21
Number of views	19,080

Winter Support - Scotland

Funded by the Scottish Government. This project reduced social isolation and increased positive mental health and wellbeing as it helped Deaf people to stay connected, up-to-date and safe. Having access to information in their own language helped them learn how to protect themselves during the winter. This project informed, empowered and built resilience within the community by sharing information in BSL via video and live stream engagement with BSL community members. As information was online, views increased as others outside the region also made use of it.

Quote

Only BSL can express my admiration and respect for BDA Scotland, the presenter, and your incomparable contributors. The programmes are a great idea, and the facilitator presentation style is excellent. The facilitator is a fantastic role model for any Deaf person but also for non-Deaf trying to improve their BSL. It has been a mixture of helpful information, events and lighter topics for BSL users to engage with.

Statistics

Winter Support	Scotland
Making Information Accessible	
Live-Stream Events	18
Number of views	93,400

Trustees' Annual Report

For the year ended 31 March 2021

Coronavirus Pandemic (COVID-19)

The worldwide outbreak of the coronavirus pandemic (Covid-19) caused extensive disruptions to organisations globally with major implications for operations as well finances. The Trustees acknowledge and recognise the potential impact of the Covid-19 pandemic on the BDA, its beneficiaries, staff, partners, stakeholders and on the wider society. Key areas of the charity's operations that have been impacted include:

- Following the advice issued by the UK Government regarding employees working from home and other social distancing measures, we have enacted procedures to facilitate this and have taken detailed action that enables effective operations to continue whilst employees are not physically present in the BDA's office.
- **Our beneficiaries** – As far as possible we have continued to provide support to our members and beneficiaries, primarily through online support, advice and learning. We have maintained regular contact with all our nations and regional groups during this period of government restrictions.
- **BDA's meetings and events** – Due to government restrictions the BDA has not been able to convene events such as its AGM and other project related events. Meetings and events have therefore either been postponed and, in some cases, moved to online support. Smaller meetings continue to take place via online meets where possible. Our Board meetings and last two AGMs were held online – with the AGMs seeing increased (double) attendance.
- **Income generation** - The BDA's income generation has been impacted by the challenge of obtaining government and Trust and Foundation income due to changed funding criteria. The Trustees were alert to the possibility and impact of less income and made significant steps in addressing income shortfall by reducing costs via regular financial reviews every three months in order to maintain a year-end balanced budget by 31st March 2021.

Financial review

The financial year continued to provide both the BDA and charities in general challenges in raising income. In the financial year 2020-21 total income decreased by £214,734 from 2019-20 to £1,325,038.

As stated in the previous annual report, legacies remain an unpredictable income source which should not be relied upon. This year there was a decrease of £265,516 in legacies receivable resulting in an overall decrease of 35.8% of total legacies, donations and gifts from the previous year to £445,285.

Given the decrease in income, this led to stringent efforts to decrease total expenditure by 33.7% to £1,017,396.

The surplus for the year 2020-21 of £307,642 is a marked improvement from the previous year (2019-20 surplus £4,818). General funds were therefore increased by £328,137 to £366,225 which represents 4.0 months of the annual expenditure budget for 2021-22.

Income

Total income decreased from £1,539,772 to £1,325,038. However, there was an increase in income from charitable activities by 6.5% to £865,385, representing 65.3% of the charity's total income (2020: 52.8%).

British Deaf Association

Trustees' Annual Report

For the year ended 31 March 2021

Legacy income totalled £383,885 in 2021 (2019-20 - £649,401) representing 29.0% of total income (42.1% in 2019-20).

Expenditure

During 2020-21, 60p of every £1 of total expenditure was spent on direct costs towards empowering Deaf people (2019/2020: 55p of every £1). The remaining 40p in every £1 (2019/2020: 45p) was spent to support other costs such as fundraising, organisational governance and European and international work.

Expenditure decreased during the year by £517,558 to £1,017,396 (2019-20 total: £1,534,954)

The breakdown of the expenditure on charitable activities as a proportion of total charitable activities costs are as follows;

Charitable Activity	% of charitable activity costs 2021	% of charitable activity costs 2020
Deaf Children, Youth and Families projects	31.1%	36%
Access and Inclusion projects	20.2%	19%
BSL Media and Communications	17.8%	12%
Deaf Community Advocacy projects	16.0%	11%
Sign Language projects	7.8%	9%
Deaf Training	3.1%	5%
Policy and Campaigns	2.8%	4%
Deaf Community Development projects	1.2%	4%

Funds

Total funds were £969,015 (2019/2020: £661,373) of which £319,897 related to general funds (2019/2020: (£28,240)). In addition, £46,328 has been set aside for business development by way of designated funds (2019/2020: £66,328). Our pension liability debt is currently nearly £400,000 and we have £555,514 cash allocated in the Pension Reserve Fund (note 16 and 18) for this. Based on the September 2020 actuarial valuation a new payment plan was agreed commencing in April 2022. The new plan requires the charity to make deficit reduction payments of £47,810 and pay scheme administration expenses of £53,441 for the year to 2025, with expenses increasing at 3% per annum. The Board has maintained its policy to cover the total cost of the repayment from unrestricted funds by setting aside funds for this purpose thereby providing reassurance to funders that project grants will not be used to service pension contributions.

In the 2020-21 accounts the Pension Trust liability has been included as part of reporting requirements. As noted above the BDA has a pension fund of £160,302, compared to a deficit of £151,689 (2019-20). This includes funds designated to cover the balance of future payments to the recovery plan including expenses. As the BDA is a member of the Pension Trust with a planned repayment scheme until 2025, this Balance Sheet risk has been reduced as the BDA has a designated Pension Fund to cover the next circa 3 years of repayments. A new recovery plan will commence from April 2022, see note 14.

There are a number of restricted funds that have supported specific BDA activities over the past year such as the BSL Charter and Sign Language Week activities. Total restricted funds have decreased by £20,495 to £602,790 (2019-20 total: £623,285).

British Deaf Association

Trustees' Annual Report

For the year ended 31 March 2021

Plans for using the BDA reserves over the next 3 years

In summary, the financial statements for 2020-21 show a surplus of £307,642 (2019-20: £4,818).

Our unrestricted reserves have increased from £38,088 in 2019-20 to £366,225 in 2020-21. The trustees have designated an element of their unrestricted funds in order to settle future pension obligations.

Income and existing project grants have been designated for, and will continue to underpin, key areas of work such as Deaf Roots and Pride, Deaf Advocacy, Access and Inclusion, and the increased use and visibility of sign language presentations and videos through our social media platforms.

Therefore, our reserves at 31st March 2021 are:

Reserves	2019-20	2020-21
Current Project Grants	£102,905	£119,893
Legacies/ADAs Funds	£520,380	£482,897
Total Restricted Funds	£623,285	£602,790
Designated Funds	£66,328	£46,328
Pension Funds	(£151,689)	£160,302
General Funds	£123,449	£159,595
Total Unrestricted Funds	£38,088	£366,225

As a result of the above, the Board recognises that while BDA made a surplus for the year, it is still a very tight free cash reserve, however the BDA is continuing to secure grant funding to deliver much-needed services to Deaf people.

The BDA will continue to monitor its reserves carefully. In 2021, we prioritised securing project funding for much-needed Deaf community projects – particularly given the need to provide additional support through visual language communication mediums in our first language, BSL. With the impact of Covid-19 and the increasing funding pressures BDA will continue to monitor and reduce expenditure costs during the 2021-22 year.

The current reserves policy as agreed by the Trustees is a minimum of 50% of annual expenditure or 6 months running costs in the current financial year to preserve the BDA's cash flow and to meet any unexpected contingencies. For the year, a 50% target would require a reserve of £650,000 in unrestricted general funds. The present level of free reserves of £362,928 (2019/2020: £34,625) available to the charity falls short of this target level. Of the free reserves £160k is considered as funds set aside for future pension expense obligations for an additional 3 years. The Board of Trustees is well aware this it is unlikely that the target range will be reached for at least three years due to the Covid-19 Pandemic, Brexit and other crises creating serious financial implications.

Grateful thanks to the following funders for the Year 2020 - 21

BBC Children In Needs (Black Country)	Deaf Roots and Pride Project (Black Country)
BBC Children In Needs (Midlands)	Deaf Roots and Pride Project (Midlands)
BBC Children In Needs (Northern Ireland)	Deaf Roots and Pride Project (Northern Ireland)
Birmingham City Council	Stop Loan Sharks Project
Glasgow City Heritage Trust	BSL Heritage Trails (Glasgow)
Leicestershire County Council	Leicestershire Covid-19 BSL Helpline

British Deaf Association

Trustees' Annual Report

For the year ended 31 March 2021

Life Changing Trust	Dementia Project and Research (Scotland)
Masonic Charitable Foundation	Visual Language Project (UK-wide)
National Emergencies Trust	East Midlands BSL Helpline
National Lottery Community Fund (Scotland)	Deaf Roots and Pride Project (Scotland)
National Lottery Community Fund (Wales)	Access and Inclusion (South Wales)
Northern Ireland Department for Communities	Family Signing in the Home Project (N. Ireland)
	Sign Language Covid-19 Support (N. Ireland)
Northern Ireland Health & Social Care Board	Deaf Advocacy Project (Northern Ireland)
Scottish Government	BSL (Scotland) Act Projects
The Privy Purse Charitable Trust	Core Project
The Robertson Trust	Deaf Roots and Pride Project (Scotland)

And, also to those who made generous donations and remembered the British Deaf Association in their Wills.

Structure, Governance and Management

The Trustees, who are also directors of the charitable company for the purposes of the Companies Act 2006, present their report and accounts for the year ended 31st March 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, applicable law, and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2019.

The British Deaf Association is constituted as a company limited by guarantee and is registered for charitable purposes with the Charity Commission and the Office of the Scottish Charity Regulator (OSCR). The charity's governing document is the Memorandum and Articles of Association. The charity's full name is 'The British Deaf Association' (referred to herein as 'the BDA').

The governing body of the charity, the Board of Trustees, is responsible for the administration of the BDA.

Linda Richards (Chair)	Term ended 26 th June 2021
Gloria Pullen (Vice Chair)	Term ended 26 th June 2021
David Buxton (Hon. Treasurer)	Chair from 26 th June 2021
Lesley Davidson	Vice-Chair from 26 th June 2021
John Carberry	
Kevin Buckle	Resigned 16 th April 2021
Matt Kirby	Term ended 26 th June 2021
Deirdre Maguire	Term ended 26 th June 2021
Robert Adam	Term commenced 26 th June 2021
Linda Richards	Co-opted 27 th June 2021 and resigned 31 st January 2022

The BDA is incorporated in England and Wales and is governed by a Board of Trustees elected every three years by members. The Trustees are provided with key information on appointment such as Trustee

Trustees' Annual Report

For the year ended 31 March 2021

Handbook and Charity Commission booklet CC3. They are also required to attend a full Trustee Induction Away Day or Weekend.

Management was delegated to an Executive Director, who worked with a team of five managers who were responsible for the full range of the BDA's activities. The Board and Directors meet and agree the Charity's strategic intentions.

The report resultant of these discussions is a reference point for all projects and developments.

The Board determines the remuneration of the Executive Director on an annual basis and in doing so, they benchmark salaries across comparable salaries with similar sized organisations within the sector, consider the external environment and also the current financial position of charity itself.

Public benefit statement

The Trustees confirm that they have referred to the guidance contained in section 17 of the Charities Act 2011 on public benefit when reviewing the Charity's objectives and activities and in planning future activities. Our overview and achievements section from page 4 to 17 reflects the scope of our activities.

Statement of Trustees responsibilities

The Trustees (who are also directors of British Deaf Association for the purposes of Company Law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under Company Law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure the financial statements comply with the Companies Act 2006 Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

In so far that the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

British Deaf Association

Trustees' Annual Report

For the year ended 31 March 2021

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Price Bailey LLP were appointed auditors to the company and in accordance with section 485 of the Companies Act 2006.

Fundraising

Staff employed by British Deaf Association carry out the majority of our fundraising activities. For some activities, we work with freelancers to assist with our fundraising. All arrangements are governed by written agreements that cover the responsibilities of each party, and ensure that anyone working on our behalf adheres to our strict ethical standards.

British Deaf Association is registered with the Fundraising Regulator, and complies with the Code of Fundraising Practice and the Fundraising Promise. No instances of non-compliance with any relevant regulations or guidelines have been identified, and nor have we received any complaints about our fundraising activities (2019/2020: none).

A significant proportion of our income is received from donation and legacies. When seeking to raise money from the public, we only send marketing material to those who have previously said they are happy to be contacted by us (and individuals are free to change their minds at any time). We take great care to ensure that our level of communication with our supporters is proportional and appropriate. In the past fifteen years we have not engaged in telephone marketing or in raising money from door to door or street collections.

Principal risks and uncertainties

The principal risks faced by the charity are the unpredictable legacy income, need to sustain its contributions to the Pension Trust, fall in donations, and, pressure on funders due to the Covid-19 pandemic which, in turn, have created challenges for the charity to secure funds. We have a risk register that is reviewed and updated every 6 months. In addition, the charity has a Business Continuity Plan that covers how BDA identifies key activities, evaluates risks, and considers and plans for Business Continuity in the event of an unplanned/emergency event which affects our ability to function normally.

Plans for the future

With the Covid-19 pandemic and lockdown in late March 2020, and a possible change in legacy donations due to external factors (such as financial markets, care home fees, supporting families with university and first home costs), the Board predicted pressure on its finances and asked its Executive Director to produce a revised annual budget that embedded guaranteed income, less reliance on unpredictable legacy income and expected reduction in other income.

As a result of the proposed budget, and ongoing concerns, the Board had no alternative but to take action and make the following difficult - but necessary - decisions, and immediate savings as below:

- **Project staffing:** Identified which project staff and activities were not funded and ceased these.
- **Managers:** Identified posts which were not sufficiently covered by recharges and/or project funding and altered or ceased these in line with funds.
- **BDA Offices:** Relocating the BDA London Office and BDA Northern Ireland Office.
- **General running costs:** Reduced travel and accommodation costs.

British Deaf Association

Trustees' Annual Report

For the year ended 31 March 2021

Our main task was to carefully rebuild the charity from its downsized shape and to continue reviewing costs and budgets as well as making more funding applications to ensure a more robust and financially stable organisation ahead of recruiting a new Chief Executive Officer (CEO). These measures involved significant effort on an entirely voluntary basis by the Joint Management Group which acted as the de facto CEO following the Executive Director's departure and was in place for almost 18 months. As a result of the much improved finances, the charity was able to appoint a new Chief Executive in late January 2022 and to agree a break even budget for 2022-23. Our focus is now on reviewing and updating our vision, mission and values through a co-production process with members and supporters in order to produce new 3-year plans starting from April 2023.

Small Company Exemptions

The report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

On behalf of the Board of Trustees



Chair:
DAVID BUXTON

Date: 27TH April 2022
.....

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2021

Opinion

We have audited the financial statements of British Deaf Association (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities (including income & expenditure account), the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019. In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' (who are also the directors of the company for company law purposes) use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. Other information includes the trustees' report (incorporating the directors' report). Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2021

form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2021

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates and considered the risk of the charitable company not complying with the relevant laws and regulations including fraud; in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting and tax legislation. In relation to the operations of the charitable company this included compliance with Companies Act 2006, Charities Commission, OSCR, employment law, health and safety and GDPR.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- Review of legal fees incurred;
- Reviewing minutes of Trustee Board meetings;
- Review of charity's risk management processes;
- Agreeing the financial statement disclosures to underlying supporting documentation;
- Enquiring of management, including those charged with governance;
- Reviewing key accounting policies and estimates

To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

We reviewed key authorisation procedures and decision making processes for any unusual or one-off transactions. We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2021

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Cooper-Davis FCCA ACA (Senior Statutory Auditor)

For and on behalf of:

Price Bailey LLP

Chartered Accountants

Statutory Auditors

24 Old Bond Street

London

W1S 4AP

Date: 28/04/22

British Deaf Association

Statement of Financial Activities (incorporating an income and expenditure account) For the year ended 31 March 2021

		General Funds	Designated Funds	Unrestricted Funds	Restricted Funds	2021 Total	As restated 2020 Total
	Notes	£	£	£	£	£	£
Income							
Donations and legacies	2	442,507	-	442,507	2,778	445,285	693,998
Other trading activities		13,801	-	13,801	145	13,946	29,816
Investment income		422	-	422	-	422	3,010
		456,730		456,730	2,923	459,653	726,824
Income from charitable activities	3	280,171	-	280,171	585,214	865,385	812,948
Total income		736,901	-	736,901	588,137	1,325,038	1,539,772
Expenditure							
Raising funds							
Fundraising costs		45,095	-	45,095	-	45,095	105,192
Charitable activities							
Costs of charitable activities		363,669	-	363,669	608,632	972,301	1,429,762
Total expenditure	4	408,764	-	408,764	608,632	1,017,396	1,534,954
Net income		328,137	-	328,137	(20,495)	307,642	4,818
Transfers between funds	16	20,000	(20,000)	-	-	-	-
Net movement in funds		348,137	(20,000)	328,137	(20,495)	307,642	4,818
Opening funds as previously stated		(270,013)	66,328	(203,685)	623,285	419,600	363,443
Prior year adjustment	21	241,773	-	241,773	-	241,773	293,112
Adjusted opening balance		(28,240)	66,328	38,088	623,285	661,373	656,555
Funds at 31 March 2021		319,897	46,328	366,225	602,790	969,015	661,373

All movements derive from continuous activities during the above financial year. The notes on pages 32 to 49 form part of these financial statements.

British Deaf Association

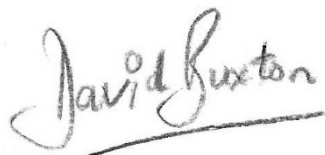
Balance Sheet

For the year ended 31 March 2021

	Notes	£	2021 £	As restated 2020 £
Fixed assets				
Tangible fixed assets	9		3,297	3,463
Current assets				
Debtors	11	507,946		437,465
Cash at bank and in hand		950,056		778,325
		<u>1,458,002</u>		<u>1,215,790</u>
Creditors: amounts falling due within one year	12	<u>(196,783)</u>		<u>(185,602)</u>
Net current assets			1,261,219	1,030,188
Creditors: amounts falling due after one year	13		<u>(295,501)</u>	<u>(372,278)</u>
Total assets less current liabilities			<u>969,015</u>	<u>661,373</u>
Funds				
Restricted funds	15		602,790	623,285
Unrestricted funds				
Designated funds	16	46,328		66,328
General Funds		159,595		123,449
Pension Reserve	18	160,302		(151,689)
Total funds			<u>969,015</u>	<u>661,373</u>

The financial statements have been prepared in accordance with special provisions applicable to companies subject to the small companies' regime.

Approved by the Board of Trustees on 27th April 2022 and signed on its behalf by:



David Buxton (Chair)

Company Registration No. 2881497

British Deaf Association

Balance Sheet

For the year ended 31 March 2021

The notes on pages 32 to 49 form part of these financial statements.

	Notes	2021 £	As restated 2020 £
Cash flow from operating activities			
Net cash provided by operating activities	A	175,028	107,872
Cash flow from investing activities			
Purchase of tangible fixed assets	9	(3,297)	(6,926)
Net cash used by investing activities		(3,297)	(6,926)
Change in cash and cash equivalents in the year		171,731	100,946
Cash and cash equivalents at 1 April 2020		778,325	677,379
Cash and cash equivalents at 31 March 2021		950,056	778,325

Notes to the cash flow statement for the year 31 March 2021

A – Reconciliation of net movement in funds to net cash flows from operating activities

	2021 £	2020 £
Net movements in the funds for the year	307,642	4,818
Depreciation charge	3,463	5,828
(Increase) / Decrease in debtors	(70,481)	221,610
(Decrease) in creditors	(65,596)	(124,384)
Net cash provided by operating activities	175,028	107,872

B – Analysis of cash and cash equivalents

Cash at bank and in hand	950,056	778,325

The notes on pages 32 to 49 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 March 2021

1. Accounting policies

1.1 Basis of preparation

The financial statements have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" effective from 1 January 2019. The charity is a public benefit entity as defined by FRS 102.

The charity has a dormant subsidiary company Big D Company Limited whose registered office is St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. This exists for the purpose of selling merchandise. The charity has not prepared consolidated accounts as inclusion of the results of its subsidiary undertaking, Big D Company Limited, would not be material to the consolidated financial statements.

1.2 Going concern

The Trustees of the charity have considered their obligations to prepare these financial statements on an appropriate basis, having specific regard to the charity's unrestricted funds at 31 March 2021. The funds include provision for the total pension liability at that date of £395k (2019/2020: £468k) relating to its closed multi-employer defined benefit pension scheme that was previously available to participating staff. The charity's funding commitment to the pension scheme remains long term. Overall unrestricted funds are considered adequate to meet all working capital needs for at least 12 months from the date of signature of these accounts.

The Trustees have also assessed the impact of the risks and uncertainties arising from the Coronavirus pandemic on its financial budgets in place for 2021-22 and 2022-23. As set out in more detail under the 'Plans for the future' section of the Trustees' report, the Trustees have agreed a number of actions to make savings in the short to medium term. However, going concern is dependent on future income continuing at an acceptable level and the Trustees are confident that this is achievable.

Therefore at the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Critical accounting estimates and judgements

To be able to prepare financial statements in accordance with FRS 102, the charity must make certain estimates and judgements that have an impact on the policies and the amount reported in the annual accounts. The estimates and judgements are based on historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made. The items in the accounts where these judgements have been made include;

- estimating the liability of the multi-employer pension scheme.

1.4 Income

Income for both restricted and unrestricted funds are recognised in full in the Statement of financial activities in the year in which they are receivable. Voluntary income is received by way of legacies and donations and is included in full in the Statement of financial activities when receivable. Volunteer time is not included in the financial statements.

Legacies are recognised at the earlier of actual receipt or on receipt of Estate accounts which confirm the BDA's entitlement to receive the funds, the probability of receipt and provide an accurate measure of the legacy. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Recognition is not taken for legacies subject to a life interest as they do not meet the SORP's recognition criteria.

Notes to the Financial Statements

For the year ended 31 March 2021

Investment income is recognised on a receivable basis. All grants (including from government) are accounted for when the charity has entitlement to the funds, and performance related conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

1.5 Expenditure

The costs of raising funds relate to the costs incurred by the charitable company in raising funds for its charitable work. Governance costs are primarily associated with constitutional and statutory requirements. Expenditure is recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered. Resources expended are allocated to the activity where the cost relates directly to that activity. Other costs represent the cost of charitable activities that cannot be directly attributed (Directors, Administration, Finance, Human Resources and Information Technology) but which are incurred to deliver our services are apportioned across other activities on the basis of their use of those resources.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life using the straight-line method. The depreciation rates in use are as follows:

Computer equipment	2 years
Fixtures, fittings & equipment	2 years

1.7 Leasing and hire purchase commitments

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of financial activities in the year in which they fall due.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 Pensions

The charitable company participates in a multi-employer pension scheme, the Pension Trust's Growth Plan. The assets of the Scheme are held in an independently administrated fund. (see note 14). In accordance with FRS 102 section 28, the SOFA includes;

- the cost of benefits accruing during the year in respect of current and past service (charged against net income).
- The increase in the present value of the scheme's liabilities arising from the passage of time (also charged against net income:

The charity also has a defined contribution pension scheme for existing staff. The amount charged in the Statement of financial activities in respect of the defined contribution pension scheme is the contributions payable in the year. All allocations (income or expenditure) arising from the pension schemes are charged to unrestricted funds.

1.10 Accumulated funds

Unrestricted funds are donations and other income receivable or generated for the objects of the charity.

Notes to the Financial Statements

For the year ended 31 March 2021

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of support costs. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

1.11 Constitution, address and legal status

The British Deaf Association is a private company limited by guarantee incorporated in England and Wales (company registration number 2881497), and also a registered charity (charity registration number 1031687, England and Wales, SCO42409, Scotland). The registered office is, St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. The charitable company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to 25 pence. As at 31 March 2021 there were 9 members (2020: 8 members).

1.12 Functional currency

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.13 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Fixed assets are recorded at depreciated historical cost and all other assets and liabilities are recorded at cost which is their fair value.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2021

2 Donation and Legacies

	Unrestricted funds	Designated funds	Restricted funds	Total 2021
	£	£	£	£
Donations and gifts	58,622	-	2,778	61,400
Legacies receivable	383,885	-	-	383,885
Total	442,507	-	2,778	445,285

	Unrestricted funds	Designated funds	Restricted funds	Total 2020
	£	£	£	£
Donations and gifts	41,097	-	3,500	44,597
Legacies receivable	460,368	-	189,033	649,401
Total	501,465	-	192,533	693,998

3 Charitable Activities

	Unrestricted funds	Designated funds	Restricted funds	Total 2021
	£	£	£	£
Sign Language Projects	18,669	-	48,757	67,426
Deaf Children, Youth and Families Projects	19,696	-	112,074	131,770
Deaf Community Advocacy Projects	89,337	-	183,946	273,283
Deaf Access and Inclusion Projects	43,143	-	101,811	144,954
Others	109,326	-	138,626	247,952
Total	280,171	-	585,214	865,385

	Unrestricted funds	Designated funds	Restricted funds	Total 2020
	£	£	£	£
Sign Language Projects	2,630	-	19,824	22,454
Deaf Children, Youth and Families Projects	39,392	-	308,993	348,385
Deaf Community Advocacy Projects	34,919	-	136,508	171,427
Deaf Access and Inclusion Projects	18,550	-	131,267	149,817
Others	120,865	-	-	120,865
Total	216,356	-	596,592	812,948

Included within income from charitable activities are government grants received amounted to £439,837 (2020: £220,083). There were no unfulfilled conditions or other contingencies attaching to these grants (2020: none).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2021

4 Expenditure

	Unrestricted funds	Designated funds	Restricted funds	Total 2021
	£	£	£	£
Costs of raising funds	45,095	-	-	45,095
Charitable expenditure	289,675	-	608,632	898,307
Other – pension scheme costs	73,994	-	-	73,994
Total	408,764	-	608,632	1,017,396

	Unrestricted funds	Designated funds	Restricted funds	Restated 2020 Total
	£	£	£	£
Costs of raising funds	105,192	-	-	105,192
Charitable expenditure	678,112	-	708,660	1,386,772
Other – pension scheme costs	42,990	-	-	42,990
Total	826,294	-	708,660	1,534,954

	Staff costs	Depreciation	Other costs	Total 2021
	£	£	£	£
Costs of raising funds	43,163	-	1,932	45,095
Charitable activities:				
Direct costs	477,702	-	129,504	607,206
Support costs	136,461	3,463	132,703	272,627
Governance costs	-	-	18,474	18,474
	657,326	3,463	282,613	943,402
Other expenditure:				
Pension finance charges	10,522	-	-	10,522
Remeasurements of scheme valuation	13,515	-	-	13,515
Pension scheme administration expenses	49,957	-	-	49,957
Total	731,320	3,463	282,613	1,017,396

	Staff costs	Depreciation	Other costs	Restated 2020
	£	£	£	£
Costs of generating funds	95,142	-	10,050	105,192
Charitable activities:				
Direct costs	664,222	-	176,368	840,590
Support costs	210,336	5,828	284,161	500,325
Governance costs	2,483	-	43,374	45,857
	972,183	5,828	513,953	1,491,964
Other expenditure:				
Pension finance charges	7,188	-	-	7,188
Remeasurements of scheme valuation	(12,700)	-	-	(12,700)
Pension scheme administration expenses	48,502	-	-	48,502
Total	1,015,173	5,828	513,953	1,534,954

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2021

Analysis of charitable expenditure	Direct		Indirect		Total 2021
	Staff costs	Other costs	Staff costs	Other costs	
	£		£	£	£
Sign Language Projects	27,818	12,481	20,051	7,304	67,654
Deaf Children, Youth and Families	159,305	32,135	35,817	46,095	273,352
Deaf Community Advocacy Projects	59,927	41,547	19,549	21,106	142,129
Deaf Community Development	-	65	6,691	2,855	9,611
Policy and Campaigns	20,608	26	2,676	1,176	24,486
Deaf Access and Inclusion	118,405	13,821	23,026	25,182	180,434
Publication, Membership & Communications	79,478	694	20,354	20,375	120,901
Deaf Training Projects	12,162	-	-	1,361	13,523
BSL Media, Governance, Access to Work and Others	-	28,734	8,295	29,188	66,217
Total	477,703	129,503	136,459	154,642	898,307

	Staff costs	Other costs	Staff costs	Other costs	Total 2020
	£		£	£	£
Sign Language Projects	17,173	(793)	31,882	22,641	70,903
Deaf Children, Youth and Families	284,660	26,746	62,372	106,157	479,935
Deaf Community Advocacy Projects	58,755	(2,775)	25,808	44,183	125,971
Deaf Community Development	-	373	10,084	8,177	18,634
Policy and Campaigns	39,678	944	4,034	5,171	49,827
Deaf Access and Inclusion	142,051	12,959	29,173	73,453	257,636
Publication, Membership & Communications	94,931	19,164	35,838	15,777	165,710
Deaf Training Projects	26,974	193	-	851	28,018
BSL Media, Governance, Access to Work and Others	-	119,557	13,628	56,953	190,138
Total	664,222	176,368	212,819	333,363	1,386,772

Analysis of support costs	2021	2020
	£	£
Premises and related costs	53,389	80,110
Travel and accommodation	750	93,373
Office costs	82,662	96,200
Training and related costs	669	7,548
Governance costs	18,474	43,374
Consultancy	115,066	147,282
Other costs	11,603	46,066
	282,613	513,953

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2021

5	Costs of generating donations and legacies	2021 (£)	2020 (£)
	<i>Other costs comprise:</i>		
	Costs of generating donations and legacies	1,932	10,050
		1,932	10,050

6	Governance costs	2021 (£)	2020 (£)
	<i>Other governance costs comprise of:</i>		
	Audit fees	8,000	10,000
	Legal and professional fees	8,923	11,673
	Trustees costs (including staff costs)	1,551	24,184
		18,474	45,857

Included within Trustees' costs is £1,551 (2020: £8,333) paid to 8 (2020: 9) Trustees, with respect to reimbursement of travel, hotel and subsistence expenses relating to the business of the charity. None of the Trustees (or any persons connected with them) received any remuneration during the year (2020: £Nil).

7	Employees	2021	2020
	<i>The average head count of employees during the year was:</i>		
	Deaf Community Advocacy	6	4
	Deaf Community Development	4	8
	Deaf Access and Inclusion	9	9
	Deaf Children, Youth and Families	23	49
	BSL and Deaf Films Development	2	2
	BDN / BSL Media and Communications	2	2
	Policy and Campaigns	1	2
	Support Staff	3	3
		50	79

8	Employment costs	2021 (£)	2020 (£)
	Wages and salaries	518,315	706,895
	Social security costs	40,666	61,050
	Redundancy costs	12,030	-
	Other pension costs	20,415	27,989
	Sub total	591,426	795,934
	Other staff related costs	102,304	167,900
	Total	693,730	963,834

There were no employees who annual emoluments were £60,000 or more (2020 – Nil). The key management and personnel of the charity was the Executive Director. Total remuneration with respect to key management and personnel amounted to £16,712 (2020 - £55,000).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2021

9	Tangible fixed assets	Computer equipment £	Fixtures, fittings & equipment £	Total £
	Costs			
	At 1 April 2020	82,683	12,710	95,393
	Additions	3,297	-	3,297
	At 31 March 2021	85,980	12,710	98,690
	Depreciation			
	At 1 April 2020	79,220	12,710	91,930
	Charge for the year	3,463	-	3,463
	At 31 March 2021	82,683	12,710	95,393
	Net book value			
	At 31 March 2021	3,297	-	3,297
	At 31 March 2020	3,463	-	3,463

10 Subsidiary company

Holdings of more than 20%

The company holds more than 20% of the share capital of the following company:

Company	Country of registration or incorporation	Class	Shares held %
Big D Company Limited	England and Wales	Ordinary	100

The aggregate amount of capital and reserves and the results of this undertakings for the last financial year were as follows:

	Principal activity	Capital & reserves £	Profit / (Loss) £
Big D Company	Dormant	-	-

It was considered necessary to impair the investment in Big D Company Limited due to sustained losses attained in the subsidiary company before discontinuing its use.

11 Debtors

	2021 £	2020 £
Trade debtors	15,268	12,333
Other taxation and social security	-	-
Other debtors	373,324	371,485
Prepayments and accrued income	119,354	53,647
	507,946	437,465

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2021

12	Creditors: amounts falling due within one year	2021 £	As restated 2020 £
	Trade creditors	3,792	686
	Taxation and social security costs	6,691	2,605
	Other creditors	1,974	3,286
	Deficit repayment plan on multi-employer pension scheme	99,711	95,996
	Accruals and deferred income (see below)	84,615	83,029
		196,783	185,602

Included within creditors: amounts falling due within one year are the following movements in deferred income;

	2021 £	2020 £
Deferred income brought forward	39,770	40,677
Income deferred in the year	59,733	39,770
Deferred income released from prior year	(39,770)	(40,677)
Deferred income carried forward	59,733	39,770

Deferred income is disclosed in the financial to show to what extent income has been received recognised as income in a future accounting period. Income deferred relates to grants received i but which relate to a future period.

13	Creditors: amounts falling due after one year	2021 £	As restated 2020 £
	Deficit repayment plan on multi-employer pension scheme	295,501	372,278

14 Pension and other post-retirement benefit commitments (as restated see note 21)

The company participates in a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2021

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 31 January 2025	£11,243,000 per annum	Payable monthly and increasing by 3% each on 1 st April

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025	£12,945,440 per annum	Payable monthly and increasing by 3% each on 1 st April
From 1 April 2016 to 30 September 2028	£54,560 per annum	Payable monthly and increasing by 3% each on 1 st April

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present Values of Provision (as restated)

	31 March 2021 (£000s)	31 March 2020 (£000s)	31 March 2019 (£000s)
Present value of provision	395	468	568

Reconciliation of Opening and Closing Positions (as restated)

	Year Ending 31 March 2021 (£000s)	Year Ending 31 March 2020 (£000s)
Provision at start of period	468	568
Unwinding of the discount factor (interest expense)	10	7
Deficit contribution paid	(97)	(94)
Remeasurements – impact of any change in assumptions	14	(13)
Remeasurements – amendments to the contribution schedule	-	-
Provision at end of period	395	468

Notes to the Financial Statements

For the year ended 31 March 2021

Income and Expenditure Impact

	Year Ending 31 March 2021 (£000s)	Year Ending 31 March 2020 (£000s)
Interest expense	10	17
Remeasurements – impact of any change in assumptions	14	(13)
Remeasurements – amendments to the contribution schedule	-	-
Scheme administration expenses	50	49
Total	74	53

Assumptions

	31 March 2021 % per annum	31 March 2020 % per annum	31 March 2019 % per annum
Rate of discount	0.66	2.53	1.39

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions. The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit Contribution Schedule (as restated)

Year Ending	31 March 2021 (£000s)	31 March 2020 (£000s)	31 March 2019 (£000s)
Year 1	151	147	143
Year 2	156	151	147
Year 3	161	156	151
Year 4	138	161	156
Year 5	-	138	161
Year 6	-	-	138

The above amounts include deficit reduction contributions and contributions to scheme expenses, which are not shown separately on the schedule. In calculating the deficit funding liability the amounts of the contributions relating to expenses have been estimated and excluded as liabilities within these the financial statements.

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises. It is these contributions that have been used to derive the company's balance sheet liability.

Subsequent to the year end an actuarial valuation as at 30 September 2020 was completed. This valuation showed assets of £799m, liabilities of £832m and a deficit of £33m. Based on this actuarial valuation a new payment plan was agreed commencing in April 2022. The new plan requires the charity to make deficit reduction contributions of £47,810 and pay scheme administration expenses of £53,441 for the year to 2025, with expenses increasing at 3% per annum. Had the new schedule been in place at the year end the provision would have been £251,570 lower.

The company also operates a defined contribution pension scheme. The assets of the scheme are held in a separate fund from the company. Amounts charged during the year from the defined contribution pension scheme are £20,415, (2020: £27,989) and the amount outstanding at 31 March 2021 was £2,014 (2020: £3,286).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2021

15 Restricted Funds

	Movement in funds				
	Balance at 1	Income	Expenditure	Transfer	Balance at 31
	April 2020				March 2021
	£	£	£	£	£
Legacies / ADAs	520,380	451	28,076	(9,858)	482,897
Current Project Grants	102,905	587,686	580,556	9,858	119,893
Total	623,285	588,137	608,632	-	602,790

Legacies / ADAs	Balance at 1	Income	Expenditure	Transfer	Balance at 31
	April 2020				March 2021
	£	£	£	£	£
Local Group Legacy Funds	141,438	-	2,825	-	138,613
Youth Funds	4,416	251	251	-	4,416
Scotland Funds	54,259	-	-	-	54,259
Greater London Funds	50,000	-	10,000	-	40,000
Research Funds	84,774	-	15,000	-	69,774
Holiday Schemes Funds	129,851	-	-	(9,858)	119,993
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,612	200	-	-	30,812
Total	520,380	451	28,076	(9,858)	482,897

The above transfers represent permitted expenditure on restricted support costs for each project transferred in line with activity.

Current Project Grants	Balance at 1	Income	Expenditure	Transfer	Balance at 31
	April 2020				March 2021
	£	£	£	£	£
Scottish Government: Equality	431	72,680	72,679	-	432
Deaf Roots & Pride (N. Ireland)	1,566	17,400	28,824	9,858	-
Scottish Government: Section 16b	6,453	-	-	-	6,453
Dementia Project (Scotland)	26,429	12,804	11,010	-	28,223
Big Lottery (Wales) Advocacy	17,747	80,418	98,165	-	-
Deaf Advocacy (Wales)	400	-	-	-	400
BSL Case Scenarios (Scotland)	11,886	-	4	-	11,882
Deaf Children's Literacy	37,993	-	-	-	37,993
Deaf Access & Inclusion (England)	-	30,811	6,295	-	24,516
Deaf Advocacy (N. Ireland)	-	102,763	94,351	-	8,412
Deaf Roots & Pride (Black Country)	-	2,444	862	-	1,582
Deaf Roots & Pride (Scotland)	-	49,984	49,984	-	-
Covid-19 Project (N. Ireland)	-	28,596	28,596	-	-

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Covid-19 Project (Scotland)	-	67,108	67,108	-	-
Covid-19 Project (Leicestershire)	-	24,503	24,503	-	-
BSL Companions (Scotland)	-	9,145	9,145	-	-
Scottish Government: Health	-	48,382	48,382	-	-
Scottish Government: Digital Comm	-	31,000	31,000	-	-
Welsh Government: BSL Policies	-	4,850	4,850	-	-
Dementia Research (Scotland)	-	4,423	4,423	-	-
Deaf Heritage Films Project	-	375	375	-	-
Total	102,905	587,686	580,556	9,858	119,893

Comparative 2020

	Balance at 1 April 2019	Income	Expenditure	Transfer	Balance at 31 March 2020
	£	£	£	£	£
Legacies / ADAs	371,802	189,548	40,970	-	520,380
Current Project Grants	169,562	601,033	667,690	-	102,905
Total	541,364	790,581	708,660	-	623,285

Legacies / ADAs

	£	£	£	£	£
Local Group Legacy Funds	169,772	-	28,334	-	141,438
Youth Funds	4,416	515	515	-	4,416
Scotland Funds	-	54,259	-	-	54,259
Greater London Funds	-	50,000	-	-	50,000
Research Funds	-	84,774	-	-	84,774
Holiday Schemes Funds	141,968	-	12,117	-	129,851
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,616	-	4	-	30,612
Total	371,802	189,548	40,970	-	520,380

Current Project Grants	Balance at 1 April 2019	Income	Expenditure	Transfer	Balance at 31 March 2020
	£		£	£	£
Scottish Government: Equality	3,124	69,946	72,639	-	431
Deaf Roots & Pride (N. Ireland)	-	63,821	62,255	-	1,566
Scottish Government: Section 16b	6,878	36,228	36,652	-	6,454
Dementia (Scotland)	27,604	53,188	54,363	-	26,429
Big Lottery (England) Advocacy	4,397	-	4,397	-	-
Big Lottery (Wales) Advocacy	21,207	128,701	132,161	-	17,747
Deaf Advocacy (Wales)	400	-	-	-	400
BSL Case Scenarios (Scotland)	8,226	19,553	15,894	-	11,885
Deaf Children's Literacy	37,993	-	-	-	37,993
Deaf Access & Inclusion: England	7,555	61,322	68,877	-	-

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For the year ended 31 March 2021

Deaf Access & Inclusion: N. Ireland	492	-	492	-	-
Deaf Advocacy (NI)	92	82,000	82,092	-	-
Deaf Roots & Pride (Scotland)	51,594	67,254	118,848	-	-
Scottish Government: Section 10	-	18,750	18,750	-	-
Deaf Heritage Films Project	-	270	270	-	-
Total	169,562	601,033	667,690	-	102,905

The membership of the Association has been divided into geographical areas, each of which is headed by an Area Deaf Association which operates separate accounts. These are consolidated into one account as a restricted fund, since the Trustees have ultimate control over these funds. The following splits out the summary results by area.

Area Deaf Associations	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,790	200	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,612	200	-	30,812

Area Deaf Associations	At 1 April 2019	Income	Expenditure	At 31 March 2020
	£	£	£	£
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,514	-	4	4,510
Scottish Deaf Association (SDA)	2,790	-	-	2,790
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
Total	30,616	-	4	30,612

The nature of the restricted funds is shown below;

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Local Group Legacy Funds: Set up a specific project and local funds for Deaf people bequeathed through Wills to fund activities.

Youth Funds: Set up a specific project funds for Deaf young people to fund activities.

Holiday Schemes Fund: Set up a respite fund for Deaf people to fund specific activities.

Other Restricted Funds: Set up a small number of key Deaf project funding carried over to complete the funding in the next year.

Area Deaf Associations: Set up 12 regional Deaf association funds as part of the BDA run by and for local BDA members.

Deaf Heritage Project: Funded SHARE (The Deaf Visual Archive) online archive bringing together films, photos and memories from around the world with the aim to illustrate the range, richness and depth of the Deaf community and their history.

Scottish Government (Equality Unit): Funded the BSL (Scotland) Act project to support the engagement of BSL users to participate and contribute.

Big Lottery (NI) Deaf Roots & Pride: Funded the activities programme for Deaf children and young adults in Northern Ireland.

Big Lottery (Scotland) Deaf Roots: Funded the activities programme for Deaf children and young adults in Scotland.

Big Lottery (England) Deaf Advocacy: Funded the advocacy service for Deaf people in the Midlands and East London.

Dementia Scotland: Funded the project supporting Deaf people who have dementia and their carers enabling them to share and receive information, knowledge and experiences.

Big Lottery (Wales) Advocacy: Funded the advocacy service for Deaf people in the South Wales.

Deaf Community Advocacy (Wales): Funds the advocacy service for Deaf people in the South Wales.

Deaf Community Advocacy (NI): Funded the advocacy service for Deaf people in Northern Ireland.

Deaf Access and Inclusion (NI): Funded a short term project in Northern Ireland.

Deaf Access and Inclusion (England): Funded a short term project for Deaf people in England.

Deaf Children's Literacy: One-off funding to fund Deaf Children Literacy project

BSL Case Scenario / Give Me BSL: Funded a BSL incentive project in Scotland.

Notes to the Financial Statements

For the year ended 31 March 2021

16 Unrestricted Funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Trustees for specific purposes:

	Movement in funds				
	Restated Balance at 1 April 2020	Income	Expenditure	Transfer	Balance at 31 March 2021
	£	£	£	£	£
General Fund	72,110	736,901	(408,764)	(240,652)	159,595
Development Fund	66,328	-	-	(20,000)	46,328
Pension Fund	(100,350)	-	-	260,652	160,302
Total	38,088	736,901	(408,764)	-	366,225

Comparatives 2020

	Movement in funds (as restated)				
	Balance at 1 April 2019	Income	Expenditure	Transfer	Balance at 31 March 2020
	£	£	£	£	£
General Fund	237,562	749,191	(826,294)	(88,349)	72,110
Development Fund	86,328	-	-	(20,000)	66,328
Pension Fund	(208,699)	-	-	108,349	(100,350)
Total	115,191	749,191	(826,294)	-	38,088

Pension Fund: Since April 2013, the Pensions Trust has required the BDA to pay additional pension contributions. Our pension liability debt is currently nearly £400,000 and we have £555,514 cash allocated in the Pension Reserve Fund (note 18) for this. Based on the September 2020 actuarial valuation a new payment plan was agreed commencing in April 2022. The new plan requires the charity to make deficit reduction payments of £47,810 and pay scheme administration expenses of £53,441 for the year to 2025, with expenses increasing at 3% per annum. The charity's unrestricted income is unpredictable, especially unknown legacy income, hence why the Board's priority is to protect the BDA's long-term future by ensuring there are sufficient funds allocated to its pension reserve fund.

Development Fund: The main purpose of the Development Fund is to cover new business development opportunities, for example hiring a specialist consultant to help re-design the charity's database.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2021

17 Analysis of changes in net debt

	Balance at 1 April 2020	Cash flows	Other non- cash changes	Balance at 31 March 2021
	£	£	£	£
Cash and cash equivalents				
Cash	778,325	171,731	-	950,056

18 Analysis of net assets between funds

	General Funds	Designated Pension	Designated Funds	Restricted Funds	Total
	£	£	£	£	£
Fund Balances at 31 March 2021 represented by:					
Tangible Fixed Assets	3,297	-	-	-	3,297
Current Assets	193,637	555,514	46,328	662,523	1,458,002
Creditors: amounts falling due within one year	(37,339)	(99,711)	-	(59,733)	(196,783)
Creditors: amounts falling due after one year	-	(295,501)	-	-	(295,501)
	159,595	160,302	46,328	602,790	969,015

Restated Fund Balances at 31 March 2020 represented by:

	£	£	£	£	£
Tangible Fixed Assets	3,463	-	-	-	3,463
Current Assets	118,483	367,924	66,328	663,055	1,215,790
Creditors: amounts falling due within one year	(49,836)	(95,996)	-	(39,770)	(185,602)
Creditors: amounts falling due after one year	-	(372,278)	-	-	(372,278)
	72,110	(100,350)	66,328	623,285	661,373

Notes to the Financial Statements

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19 Operating lease commitments

The charity has annual payments in respect of operating leases and licences for office space totalling £6,797 (2020: £15,303) per annum. All the leases and licences expire within one year. The amounts charged in the year amounted to £6,797 (2020: £9,568).

20 Related party transactions

There were no disclosable related party transactions during the year (2020: none).

21 Prior year adjustment

Prior year adjustments were made to remove expense elements incorrectly included in the previous year's deficit recovery liability for the Pensions Trust (see note 14 for details on the recovery plan). This had the effect of reducing the 2020 liabilities by £241,773 and increasing expenditure by £51,339. The overall funds brought forward increased by £293,112