THE ROYAL ASSOCIATION FOR DEAF PEOPLE

England & Wales · Charity number 1081949

Details

Other names	RAD
Status	Registered
Legal form	Charitable company
Company number	03973353
Registered	2000-08-09
Register	View on the Charity Commission register

Contact

Address	Crystal Wharf 36 Graham Street London N1 8GJ
Phone	03006882525
Email	info@royaldeaf.org.uk
Website	www.royaldeaf.org.uk

Activities

Objects: (1) TO PROMOTE THE SPIRITUAL SOCIAL AND GENERAL WELFARE OF DEAF PEOPLE. (B) TO UNDERTAKE ANY OTHER CHARITABLE PURPOSE.

Activities: RAD provides accessible service to deaf people in the following main areas of activity: Independent living; communication services; deaf community engagement; information, advice and guidance; employment; and children, family and transition services

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Disability
- **Who:** Children/young People, Elderly/old People, People With Disabilities

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Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,123,051	£3,481,192	£4,162,513	72
2024-03-31	£2,501,329	£3,416,221	£4,591,507	71
2023-03-31	£2,428,087	£3,709,079	£5,190,143	113
2022-03-31	£2,895,677	£3,272,706	£6,620,388	110
2021-03-31	£2,539,209	£2,843,777	£6,676,805	70

Trustees

Name	Role	Appointed
Christopher Ratcliffe	Chair	2024-07-30
Andrew Tobin		2025-09-09
Angela Carpenter		2024-07-30
Edward Reveley		2024-07-30
Hannah Bernadette Brennan		2022-07-26
Jennifer Collier		2025-09-09
Melissa Scacco Mudawi		2020-10-27
Rolf Choutan		2022-07-26
Semhar Beyene		2020-10-27

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THE ROYAL ASSOCIATION FOR DEAF PEOPLE

England & Wales - Charity number 1081949

Accounts

The Royal Association for Deaf people

Annual Report and Accounts

2024/25

Patron: His Majesty King Charles III

Registered Charity No. 1081949

Company registered in England No. 3973353

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Chair's Report

Welcome to The Royal Association for Deaf People's (RAD) Annual Report and Accounts for 2024/25.

This past year has been a defining moment for RAD as we navigated the ongoing challenges within our sector, while laying substantial groundwork for a transformative future. Guided by our newly established five-year strategic plan (2024–29), we are poised for significant progress. A notable highlight was the successful opening of our new London Headquarters and client hub. This landmark achievement not only enhances our visibility but also establishes a vital platform for strategic partnerships, innovation, and improved service delivery. Our new headquarters is central to our ambition of supporting more deaf individuals in their daily lives through accessible approaches.

Throughout 2024/25, RAD has concentrated on bolstering its resilience and capacity through strategic innovation, community engagement, and collaborative growth initiatives. We have invested in the development of new commercial services and implemented a targeted marketing strategy aimed at revenue generation. Strengthening partnerships with commissioners and various sector organisations has facilitated a more effective delivery of our core services, contributing to a diverse and sustainable funding base.

In alignment with our mission, the Board has approved a robust and ambitious financial strategy designed to maximise the impact of our services and resources. Our focus on cost-efficiency, revenue diversification, and long-term financial sustainability remains unwavering. Throughout every initiative, we are committed to ensuring our work is inclusive, shaped by community insights, and responsive to the lived experiences of deaf individuals.

Collaboration has continued to form the cornerstone of our mission. Through cross-sector partnerships, policy influence, and national advocacy, RAD has further solidified its role as a trusted and leading voice for deaf people on both local and national stages.

As we look toward 2025/26, we aim to consolidate the progress achieved this year. Our key priorities include increasing commercial income, launching new

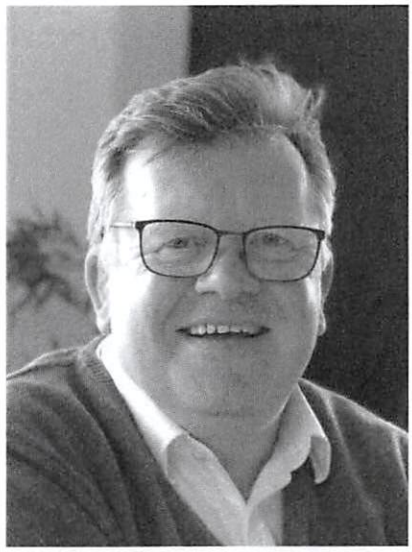
services such as RAD Learn, and maximising the use of our facilities to enhance our impact and revenue. We will also focus on strengthening relationships with both community and corporate partners, investing in marketing automation, and implementing targeted cost-saving measures to ensure a balanced budget.

The commitments to community engagement, inclusivity, and national influence will remain pivotal to our operations. Our advocacy efforts, alongside strategic partnerships and high-profile initiatives anchored in our London office, will further reinforce these objectives.

Before concluding, I would like to express my heartfelt gratitude to Tom Mulloy, our former Chair, for his exemplary leadership and dedication during an exceptionally challenging period for RAD. His clear vision and efforts to cultivate a skilled and effective Board have provided a firm foundation that has facilitated my transition as Chair over the past year.

I would also like to acknowledge Lyndon Borrow, whose second term has concluded. We are grateful for his commitment and contributions over the past six years. We also bid farewell to Katherine O'Grady-Bray as she leaves the Board.

In 2024, we welcomed new Board members Ed Reveley and Angela Carpenter, who bring valuable experience and skills that will further enrich our governance.



I remain continually inspired by my fellow Board members. Their diverse expertise and insights foster constructive, values-led governance, ensuring that RAD remains responsive and future-ready, serving the communities we are dedicated to helping.

Finally, I extend my sincere appreciation to the dedicated staff at RAD. Under Mark's leadership, they persist in driving forward our mission with energy, professionalism, and passion – significantly improving the lives of deaf individuals every day. As we move ahead, I am excited to witness our evolution as an organisation, delivering innovative and inclusive solutions while maintaining our leadership in the field.

With best wishes,

Chris Ratcliffe
Chair, The Royal Association for Deaf People

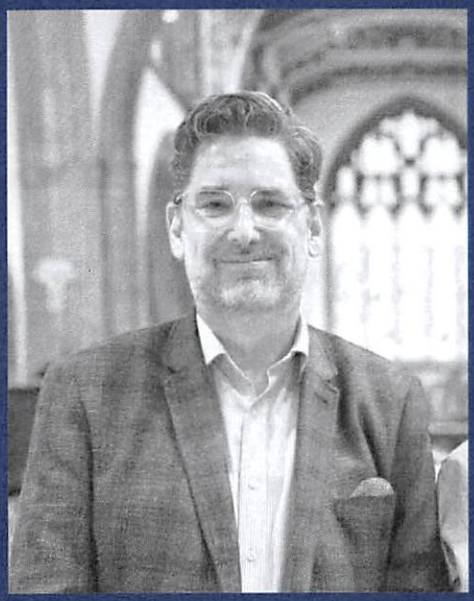
CEO's Report

Through my leadership during the 2004/25 period, I and my team focused on steadying RAD and delivering consistent, accessible support in British Sign Language across communities. Our teams provided a broad mix of services, communication and interpreting support, independent living service, advice and advocacy, training and consultancy, and BSL translation and media, tailored to local needs, so deaf people can make informed choices and live independently.

We opened a new London office to improve visibility and access. It provides a central point for service delivery, partnership meetings, filming and translation work, training, and room hire, supporting both impact and income generation.

I represented RAD at several events, including conferences hosted by the British Deaf Association. We strengthened relationships with commissioners, deaf-led organisations and mainstream partners to remove barriers and create opportunities for the deaf community. As a member of the Chief Officers Group (COG), I meet regularly with fellow CEOs from other deaf organisations to share experiences and encourage common solutions for the deaf community.

Community engagement remained important, including involvement with Chelmsford Cathedral's carol service, which showcased BSL presented by deaf children from local schools.



Looking ahead, our priorities for 2025/26 are to deliver reliable, high-quality services; keep tight cost control and move towards a balanced budget and begin planning to mark RAD's 185th anniversary in 2026 with a programme that celebrates our heritage and sets clear ambitions for the next chapter.

Thank you to RAD staff, freelancers, volunteers, trustees, partners and supporters for their contribution throughout the year.

With best wishes,

Dr Mark Wheatley
CEO, The Royal Association for Deaf People

2024/2025 in Numbers

Provided 35,482 hours of Community Support through our Independent Living Service

Secured £1.076M in contracts to deliver services across advice and advocacy

1,696 attendances across RADs BSL courses

TeamRAD colleagues completed 941 internal training modules

Completed 2,500 interpreting bookings

Recruited 32 new starters into the organisation

Supported 3,127 advice cases for clients in the community

Deaf Awareness training saw 708 attendances

Registered over 30 new freelance interpreters and language professionals to work with us

10 Advocacy qualifications provided to TeamRAD colleagues

Awarded 25 certificates to those completing an ILM course

Our DeafAdvance training centre welcomed 429 learners

Making an Impact

The 2024/25 financial year marked a period of strategic expansion and delivery excellence across all areas of RAD's Commercial Services. Encompassing Interpreting, RAD Media (Translation), and Accessibility Consultancy, the year showcased impactful growth, innovative partnerships, and a solid foundation for future service delivery. Our work continues to align with RAD's mission of creating accessible, inclusive spaces for deaf people, and this year's achievements reflect our deepening influence across public, private, and third sectors.

Work across our service delivery teams – Advice, Independent Living and Advocacy, brought both notable achievements and persistent challenges. While RAD was largely successful in meeting its contractual obligations, this was not without difficulty. Fluctuating funding streams, sector-wide pressures, and ongoing demands for cost-efficiency required careful management and adaptability throughout the year.

This year marked a period of consolidation following the previous organisational restructure. A key focus was on stabilisation. RAD's services remained strong and consistent, underpinned by increased community engagement and a rising organisational profile– supported in part by refreshed branding and enhanced marketing efforts.

Community visibility continued to grow through our expanded programme of events, including the increasingly popular RAD-on-Tour initiative. This not only strengthened local engagement but also created valuable opportunities for collaboration with other Deaf organisations and community groups, providing accessible information and shared resources to wider audiences.

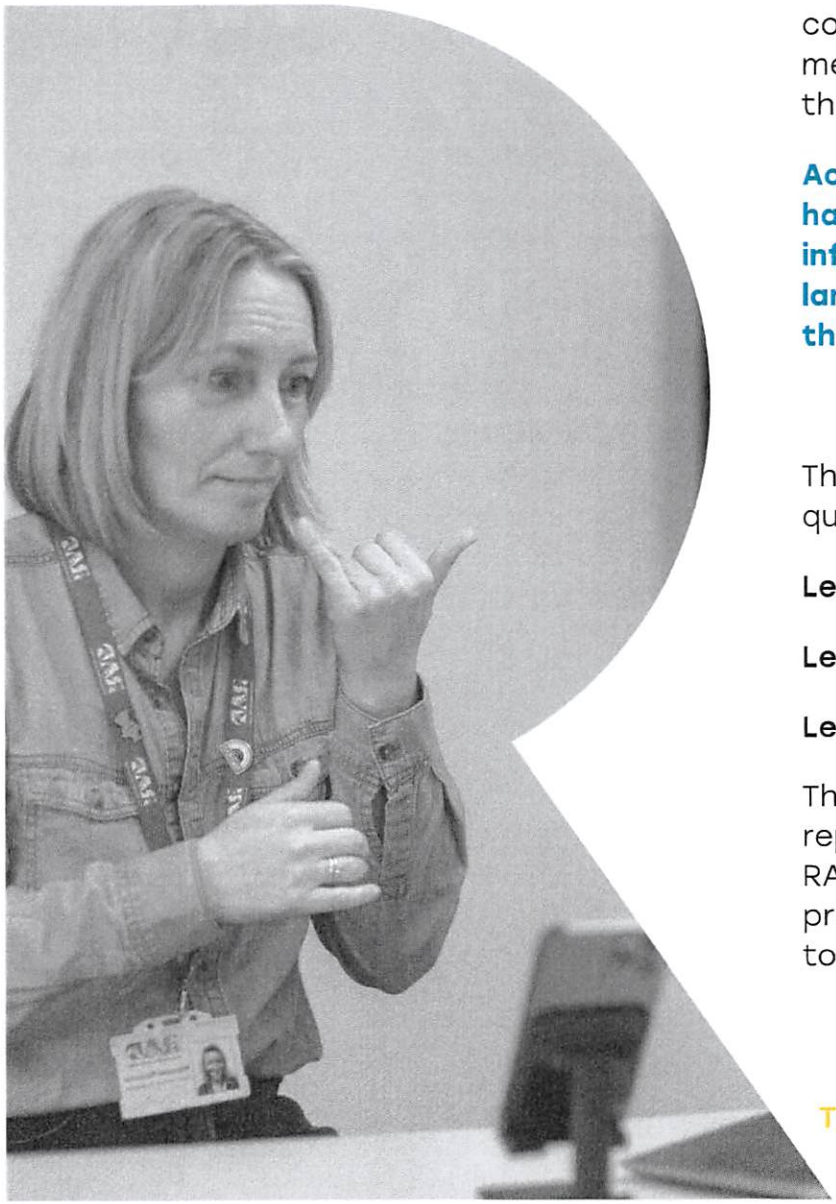
Like much of the charity sector, RAD continued to face pressures relating to funding constraints and the ongoing need for cost-saving measures. Despite these challenges, performance across the organisation remained robust, with strong evidence of impact, clear outcomes, and continued demand for services.



Our People – TeamRAD

As a Deaf-led organisation, we are incredibly proud to employ a high number of Deaf staff and to have British Sign Language (BSL) widely used throughout RAD.

This not only reflects our commitment to accessibility and representation but also brings real value to the organisation.
The presence of Deaf professionals at every level means that shared lived experiences, cultural understanding, and empathy are embedded into our daily work. It strengthens our ability to connect with the communities we serve and ensures that services are shaped by people who truly understand the challenges.



Having strong BSL proficiency across teams deaf and hearing also creates a more inclusive and supportive environment, where communication is direct, meaningful, and representative of the people we work with and for.

Across RAD, 78.2% of colleagues have provided BSL related information relating to their native language or proficiency. 44.7% of this group are native BSL users.

The most common BSL qualifications are:

Level 2 – 31 staff – 28.2%

Level 3 – 17 staff – 15.4%

Level 6 – 15 staff – 13.6%

This data highlights a strong representation of BSL skills across RAD, although there remains a proportion of staff who have yet to update their BSL information.

Interpreting & Communication Services

RAD's interpreting service continued to grow in strength and reputation. We delivered 7,768 hours of interpreting support, working with over 650 clients and completing over 2,500 bookings throughout the year. Our Language Service Professional (LSP) register grew substantially, with over 30 new freelance registrations in Q1 2025 alone.

We were proud to support a wide range of settings, from NHS Trusts and government contracts to weddings, cultural events, and academic conferences. Notably, we provided services for high-profile clients such as Transport for London, the House of Lords, ASDA, and Southampton University. Our specialist support included international travel interpreting, hands-on BSL for DeafBlind clients, and Social Haptic communication.

Key contract wins and extensions included: Worcestershire Council (2-year extension), Doncaster City Council (mobilised in April 2025), and North Central London ICB. We continue to adapt pricing models to reflect sector changes, including negotiations aligned to NUBSLI guidance.

Training & Consultancy Services

Key partnerships with Professional Training Solutions (PTS), NHS North East London Foundation Trust, Islington Council, BRIT Insurance, and JDA enabled growth in accredited BSL delivery, Deaf Awareness Training, ILM Leadership courses, and adult social care qualifications. We continued to expand into education, health, and legal sectors with bespoke training solutions.

RAD's Summer School and pilot partnerships, such as First Bus, demonstrated our flexible, innovative approach to training. The Thrive Tribe programme further showcased the importance of first-language BSL delivery in public health contexts. Our in-house CPD was strengthened with ILM certification completions and the launch of our new online learning website RAD Learn.

Our training services, delivered through DeafAdvance, achieved wide-reaching impact delivering BSL sessions and Deaf Awareness training. Learner numbers continued to rise, with outstanding results including a 100% BSL pass rate and growing waiting lists for BSL Levels 1–3.

RAD Media (Translation Services)

RAD Media experienced sustained growth, with new and continued relationships. Our fully operational in-house studio supported high-quality translation work for clients such as Transport for London, PGN Podcasts, Channel 4, Camden Council, the Universities of Aberdeen and Nottingham and many more. Translation formats included BSL video, audio, subtitles, and Easy Read.

Despite minimal promotion to date, the demand for our translation service remained high. With capacity now expanded, we have prepared a targeted marketing campaign for launch in 2025 to further raise RAD Media's profile and attract new clients in education, broadcasting, and digital accessibility.

Consultancy & Accessibility Services

Our consultancy arm provided specialist advice and accessibility reviews across multiple industries. Highlights included ongoing partnerships with Hughenden Retirement Village following the success of our Consultancy work with Rogan Productions and the BBC for the Rose Ayling-Ellis documentary "Old Hands: New Tricks!"

We have developed exciting new opportunities with Signature's BSL in Primary Schools "The School of Signs" project. Our collaboration with First Bus aims to develop training video resources, and accessibility guidance to enhance transport inclusion for deaf passengers.



Independent Living

Over the past year, RAD's Independent Living services experienced continued growth, with an expansion of community-based support and the development of new partnerships resulting in increased client referrals and broader geographical reach. As a result, we welcomed 31 new support workers – some of which also support Advice and Advocacy.

Despite the ongoing pressures within the social care sector, particularly the reduced frequency of care reviews and meetings, RAD remained committed to meeting clients' needs and fulfilling statutory funded responsibilities. This was achieved through effective collaboration between the Independent Living and Advocacy teams.

The RAD Central Hub functioned as a centralised point of contact throughout the year, significantly improving service efficiency and response times. This structure enabled support teams to consistently deliver high-quality care.



Recruitment remained steady and in line with service demand. While challenges across the wider care sector persisted, RAD maintained a strong training and development programme, ensuring that new team members who met the required criteria were effectively trained and supported in their professional growth.

Seven team members completed a qualification in Health and Social Care, with many more planned for 2025/26.

Advice

In 2024–25, we continued to deliver high-quality contracted services, reaching 834 individual clients and recording 3,517 attendances across our workshops and service days.

We were proud to successfully retain our Advice Quality Standard (AQS) accreditation - a nationally recognised mark of excellence for advice providers. This demonstrates that we continue to meet rigorous standards in service delivery and in delivering trusted, well-governed support to both clients and commissioners.

Our advice provision has grown significantly through several key contract wins including:

- Camden Deaf Advice Service – Commenced October 2024
- York Advice Service – Commenced February 2025
- Expansion of DWP employment advice contracts, including:
- DWP West London
- DWP Islington

A major success this year was regaining the HMRC Advice contract, which resumed in April 2024. This contract had previously ended when HMRC transitioned to a VRS model. However, due to strong evidence of unmet need and consistent feedback from the community, the service was retendered and awarded to us - demonstrating both the value of our services and our responsiveness to community voices.

We also launched a new London HUB, designed to provide a central, accessible space for deaf individuals, particularly those who cannot access local support. The HUB hosts a new advice service, enabling us to build further evidence of need and strengthen future funding bids. More than a physical location, the London HUB will become a vital space for the deaf community to access a wide range of services, including advice, advocacy, and independent living support. A calendar of events and empowerment programmes have been produced to support the wider aim of inclusion and access to information.

Advocacy

Our advocacy service has continued to grow steadily throughout 2024–25, supporting 346 specialist sessions, establishing RAD as a trusted partner for high-quality, specialist advocacy for deaf people. By working collaboratively with respected providers such as Voiceability, The Advocacy People, Pohwer, Cloverleaf, and Rethink Advocacy, we have secured several new contracts, including:

- Sussex – Awarded in early 2025, service to commence July 2025
- Norfolk – Commenced July 2024
- Hertfordshire – Commenced June 2024

In addition to commissioned services, we continue to support clients through spot purchase arrangements in areas without dedicated sensory advocacy provision, including Camden, Bournemouth, Hackney, and Stoke and Staffordshire.

We have also expanded the scope of our specialist advocacy work, particularly within areas such as Independent Mental Health Advocacy (IMHA) at Springfield Hospital, and in growing demand for advocacy under the Care Act, Mental Capacity Act, and for Relevant Persons Paid Representatives (RPPR). Our commitment to high-quality, deaf-specialist provision has been acknowledged through statutory channels, often informing local authority recommendations in favour of RAD's services.

With a solid foundation of £398,000 secured in new contracts, we are now in a strong position to take the next step in our development. In 2025–26, we will register with the Financial Conduct Authority (FCA) and work towards achieving the Quality Performance Mark (QPM) - a recognised quality standard for advocacy services. These steps are essential to demonstrating our accountability, independence, and readiness to deliver statutory advocacy at scale.



Business Development

This year, we made a strategic decision to strengthen our income generation capacity by engaging an external bid writer to enhance our success in applying for both project-specific and unrestricted funding. As part of this work, we identified over 400 potential funders to target in 2025/2026.

During this period, RAD focused primarily on securing statutory funding, either leading or partnering on funding bids totalling £3.9 million. From this, we successfully secured new contracts worth £1.076 million. This represents a success rate of approximately 27.6%, a strong outcome given the highly competitive nature of the funding landscape.

Like many charities, we faced increasingly challenging financial conditions. In response, we have taken proactive and innovative steps to diversify our income and strengthen our sustainability. While traditional fundraising through grants and donations remains vital, we have explored new and complementary approaches to increase our income.

These include expanding our work with new partnerships, as well as exploring new income streams such as the rental of space in our new London office. We believe that forming collaborative relationships with businesses and other deaf organisations will not only enhance funding opportunities but also support knowledge-sharing, promote our commercial offer, and create possibilities for co-branded initiatives.

Statutory Funding, Grants and Trust

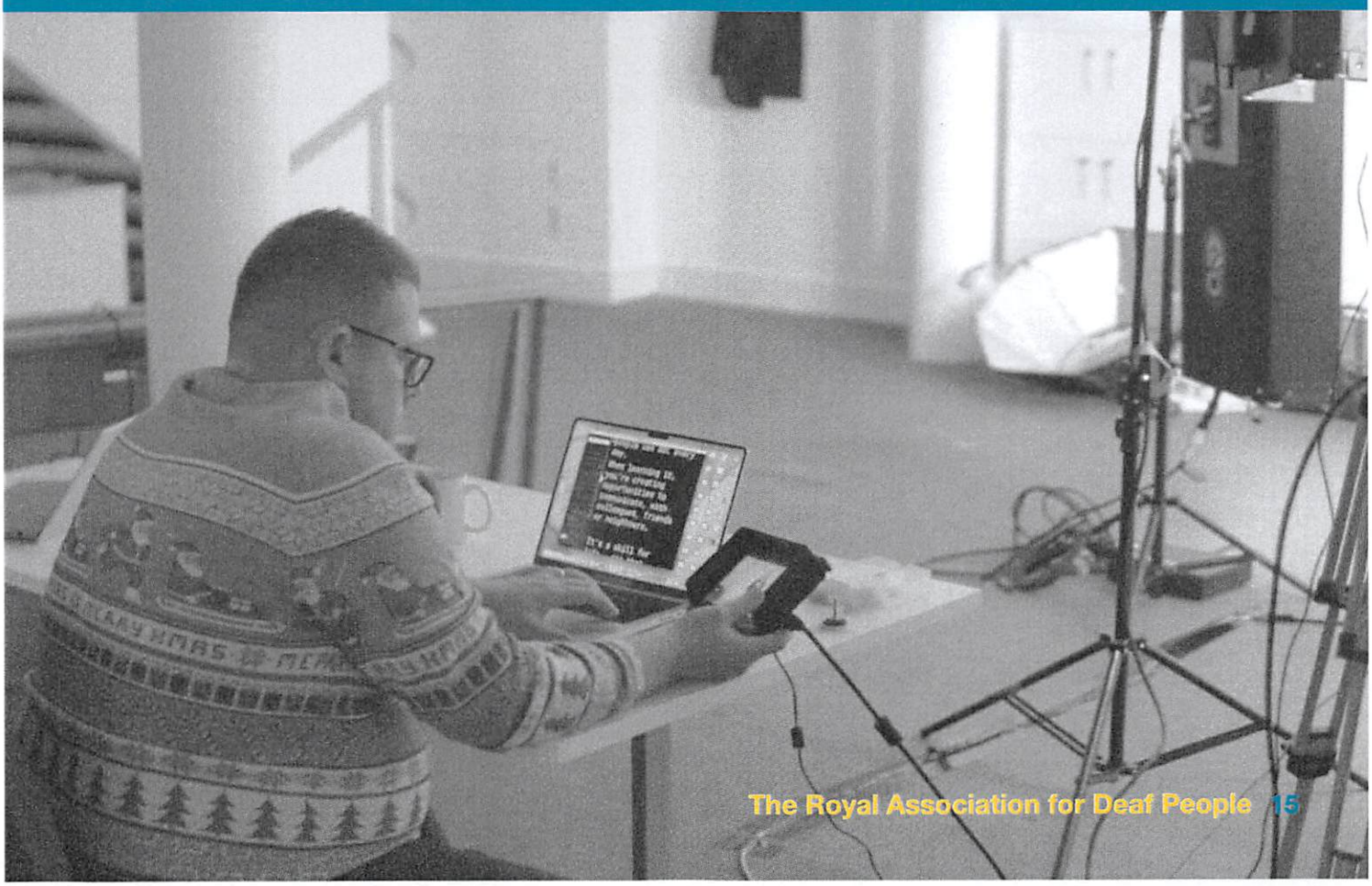
Statutory and trust income has long played a critical role in our organisation's financial stability, enabling us to provide core services such as advice, advocacy, and communication support - services that remain essential for deaf people who continue to face significant barriers in accessing mainstream provision.

We strengthened our focus on statutory funding, grants, and trusts by bringing in a Freelance professional bid writer to work alongside our in-house business development team. This strategic addition aims to enhance our capacity to secure essential funding that supports the delivery of vital services to the deaf community.

We have achieved 36% of our bids and examples of funders include Cloverleaf - Derbyshire, Croydon Council - Croydon Deaf Access, CQC – Share for Better Care, Hounslow Thriving Communities Fund, Wilberforce Trust - York Sensory Support Hub, Camden Council, Islington Council, Energy Redress – Deaf Smart Energy. As we await the outcomes of submitted funding bids, we have taken prudent steps to review and realign our operations to ensure sustainability. During this period, we have identified and implemented cost-saving measures, including a strategic restructure, to streamline our workforce and adapt to the current funding environment.

We continued to explore new opportunities to build relationships with statutory bodies and grant makers, not only to deliver services that align with their priorities, but also to meet the needs of the deaf community, particularly in areas such as access to information and personal advancement.

The importance of implementing a strong business development function is increasingly evident. Our team's expertise in navigating the complex and competitive funding landscape ensures that RAD remains well-positioned to secure resources that sustain our work and support the long-term needs of the community we serve.



Strategic Ambitions and Commitments

This year marked the first phase of implementing RAD's five-year strategic plan with a strong focus on embedding key performance indicators (KPIs) across all service areas. These KPIs have been introduced to better measure progress, drive accountability, and ensure alignment with our long-term objectives.

Although still in its early stages, this initial work is already helping to guide more informed decisions and support ongoing improvements as we continue to deliver on our five-year plan.

Growth and Longevity:

- Explore opportunities to maximise income generation
- Ensure services evolve to meet changing needs
- Empower deaf people to be independent and informed
- Work in partnership with mainstream organisations to ensure deaf people are heard and acknowledged

Finance and Sustainability:

- Manage our resources to ensure financial resilience
- Maximise opportunities to ensure financial and operational sustainability

Collaboration and Influence:

- Increase awareness and influence change by working with partners and the deaf community to secure our future
- Work in collaboration with other likeminded organisations to ensure equitability and accessibility for deaf people

Community and Inclusivity:

- Develop and innovate services that benefit deaf people
- Ensure RAD is diverse and inclusive
- Improve access to services that deaf people want and need

Objectives and Activities

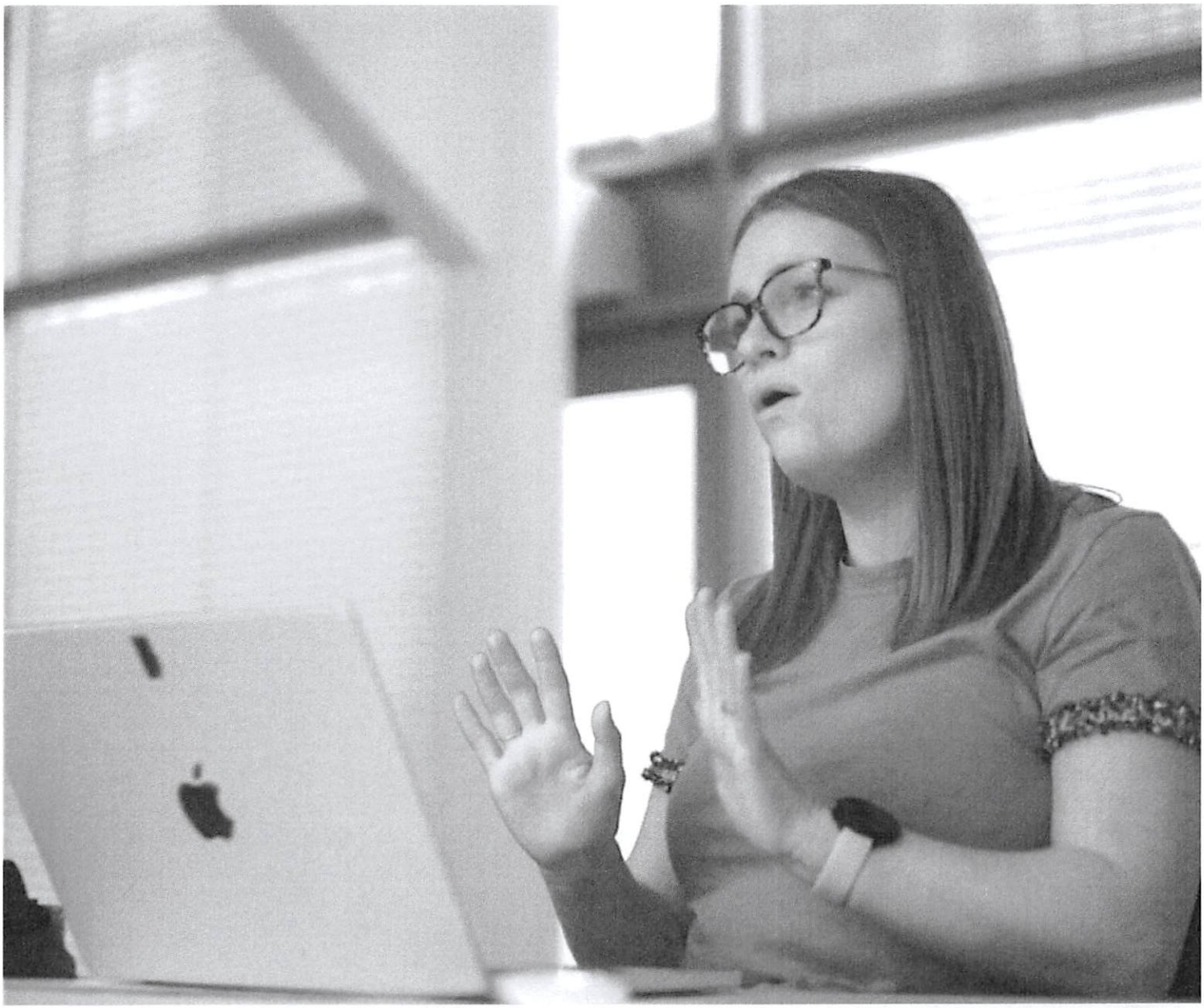
The organisation's objects are to promote the social and general welfare of profoundly deaf people.

Significant Activities

RAD has continued to deliver a wide range of services to support and empower deaf individuals across the deaf community. Our core areas of activity include:

- **Advice and Wellbeing:** Providing accessible support, information, and guidance to improve access and the overall wellbeing of deaf people, ensuring they are equipped to make informed decisions and access the support they need.
- **Communication Services:** Delivering high-quality communication support such as British Sign Language (BSL) interpreting, lip-speaking to enable equal access to essential services and everyday activities.
- **Independent Living:** Supporting deaf individuals to live independently through commissioned support packages, advocacy, and practical support that promotes autonomy and dignity.
- **Employability and Training** (via DeafAdvance): We provide employability support aimed at breaking down barriers to employment for deaf people. This includes skills development, job search assistance, and support in the workplace. We offer a range of training programmes to increase deaf awareness and promote inclusive practices. This includes BSL training, deaf awareness sessions for organisations, and capacity-building courses designed to enhance skills and confidence among deaf individuals and those who work with them.

These services are designed to reduce inequality, promote inclusion, and enhance the quality of life for deaf people. Our team remains committed to ensuring that deaf individuals have the same opportunities and access to services as everyone else.



Public Benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the organisation's aims and objectives and in planning future activities and setting the grant making policy for the year.

Grantmaking

From time to time, when resources and other commitments permit, the Trustees make small grants (usually not more than £250) to groups of deaf people to encourage and develop community activities.

Achievements and Performance

Charitable Activities

In 2024–25, RAD made a meaningful difference for the lives of deaf people by continuing to deliver trusted, accessible services that support independence, wellbeing, and inclusion. From advocacy and advice to interpreting and independent living, our teams worked across the country to ensure deaf people could access the support they need to thrive. We expanded into new regions, secured vital contracts, and launched our London HUB, a welcoming space that brings services and community together under one roof. Despite challenges across the sector, our services remained strong, thanks to the dedication of our staff and the voices of the deaf community shaping everything we do.

Alongside service delivery, we invested heavily in learning, development, and partnerships. Our training and consultancy programmes empowered individuals and organisations to help build more deaf-aware and inclusive environments. RAD Media grew in both reach and reputation, delivering high-quality accessible content for a wide range of clients. Internally, we strengthened our workforce and deepened our commitment to being a deaf-led, BSL-proficient organisation. This year has been one of growth, collaboration and resilience – all guided by our belief that deaf people should have equal access, opportunity, and the power to lead fulfilled lives.

Investment Policy and Performance

RAD held total cash, deposits and investments of £2,033k as at 31 March 2025, a decrease of £1,922k on 2024. This decrease was predominantly due to disposals from the CCLA investment portfolio to fund the purchase of the new London office.

The investment policy is determined by the Trustees, with the benefit of external advice, after considering income requirements, risk profile and stock market prospects in the short and long term. It is a requirement that any fund manager has ESG (environmental, social and governance) embedded within the investment

philosophy and process to ensure that RAD's investments are held with corporate entities exhibiting high levels of corporate responsibility.

Short term investments are held to provide financial security and may be required to meet unanticipated cash flow needs. These funds need to be readily available with little or no threat to invested capital. This fund is safety first and return second as there can be no risk of losing capital from this fund.

Long term investments are held with a view to a longer-term gain with an understanding that the value of these investments is likely to fluctuate over the short to medium term. The aim is to at least protect these funds against the risk of inflation over the long term, understanding the risk that this may not be achieved short term. RAD aims to achieve CPI + 3% (net of fees) over a rolling period of 5 years.

For the long-term investments, the board's intention is to always invest in a fund that is well diversified across asset categories.

Some stocks which were inherited are being held until the price improves before disposal.



Financial Review

Financial Position

Total income for the year was £2.7m (excludes £421k for profit on sale of property), an increase of £201k compared to the previous year. This is due to increases across all charitable activity areas of the organisation, restricted income increased by £21k and unrestricted by £180k, this does not take into account the sale of property during the year.



The organisation benefited from £173k of donations and legacies, compared to £152k in the previous year.

The St Mellitus Centre in Southend was sold for £555k prior to the year end, giving a profit on sale of £421k.

Total expenditure increased by £65k, of this £36k related to restricted expenditure and £29k to unrestricted.

Overall, a deficit of £416k on unrestricted funds was generated, this included a loss on investments of £71k. The overall deficit for the year was £429k, compared to £600k in the previous year.

The funding sources and descriptions of their purpose are detailed in note 18 to the financial statements. The charity is not dependent on any one principal funder; a number of funders contribute to the overall mission and objectives of the organisation.

Cash balances at the year-end were £673k (2023/24: £347k).

Principal Funding Sources

Statutory Funding

- Contracts and grants from local authorities, the NHS, and government departments (e.g. DWP, HMRC).
- These fund core services such as advice, advocacy, interpreting, and independent living.

Trusts and Foundations

- Funding from charitable trusts and grant-makers (e.g. Wilberforce Trust, Energy Redress, Camden Council).
- Typically project-specific or aimed at innovation and outreach.

Commercial Income

- Income generated through paid services such as interpreting, training, consultancy, and translation (RAD Media).
- Includes contracts with public and private sector clients.

Donations and Fundraising

- Public donations, legacy giving, fundraising events, and campaigns.
- May also include corporate partnerships and sponsorships.

Training Services

- Fees from BSL courses, Deaf Awareness training, and leadership qualifications delivered through DeafAdvance.

Rental and Other Income

- Income from hiring out office space or facilities (e.g. new London HUB).
- Miscellaneous income streams explored to support financial sustainability.



Reserves Policy

The reserves policy is determined by the Trustees. The policy for the general funds is, as far as prudently possible, to maintain a level of working capital for four months' operating expenditure, allowing the charity to meet its contractual obligations and respond to short-term financial challenges. As at 31 March 2025, this equates to £1.2m (based on current estimated expenditure).

Total reserves of the charity at 31 March 2025 were £4.16m (2023/24: £4.6m) to be used as follows:

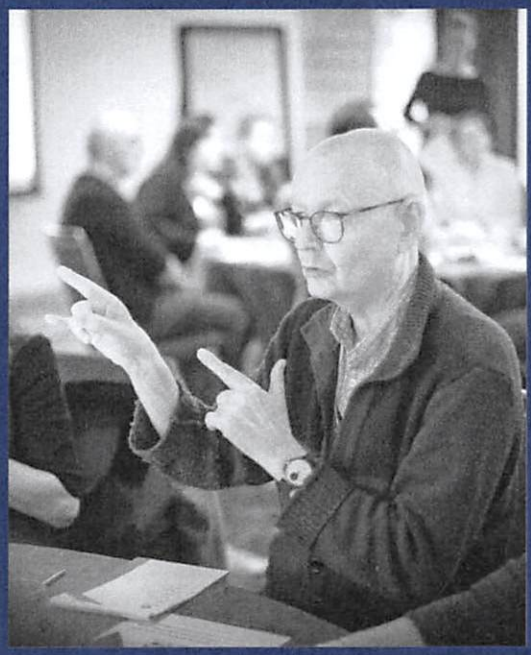
	£000
Restricted funds to be spent in accordance with wishes of donor	109
Net book value of tangible fixed assets essential to run the organisation	2,047
Future spending commitments for specific projects by the Trustees	166
Reinvestment in services for Deaf people	1,060
Total reserves committed to specific projects	**3,382**
General reserves (four months' operating expenditure per policy above)	1,200
Remaining free reserves	(419)

The level of our current free reserves is £781k which is therefore below our agreed minimum reserves policy. There are further funds available within the designation of 'reinvestment in services for Deaf people' which are no longer required and could be used to meet the minimum reserves policy if required. We consider our policy level to be reasonable, given the uncertain economic future and the more competitive funding environment we now experience.

Future Plans

As we enter the next phase of our development, RAD remains firmly focused on delivering against our five-year strategic plan.

This year marked the beginning of that plan, with the introduction of key performance indicators (KPIs) across all service areas. These metrics are helping us better understand our progress, improve accountability, and guide more informed decisions about how and where we grow. While still early days, this groundwork is already shaping stronger, more responsive services.



A core priority for the years ahead is to stabilise and strengthen RAD's financial position. In the face of sector-wide funding pressures, we are taking proactive steps to ensure long-term sustainability. This includes improving how we manage resources, diversifying our income streams, and being more agile and innovative in how we compete for charitable funding. Our aim is to maximise every opportunity, whether through contracts, commercial activity, or partnerships, to build a resilient and future-ready organisation.

We are also committed to evolving our services to meet the changing needs of the deaf community. This means exploring new models of delivery, investing in innovation, and continuing to empower deaf individuals to lead independent, informed lives. Collaboration will be central to this effort - whether through strengthening relationships with mainstream organisations, working alongside other deaf-led groups, or amplifying the voices of the communities we serve.

Finally, we will continue to embed inclusivity, equality, and accessibility across all aspects of RAD's work. We believe that being diverse, representative, and culturally informed not only improves the quality of our services, but also deepens our impact.

Our ambition is to ensure that every deaf person, regardless of background or circumstance, can access the support, opportunities, and recognition they deserve.

Legal Structure, Governance and Management

Governing Document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is incorporated in England and Wales and is governed by a Board of Trustees who constitute the membership in terms of the Companies Act.

The organisation was founded in 1841 and registered in accordance with the Charities Act 1960, with the registered number 207358. The activities, assets and liabilities of the Association were transferred to this charitable company with effect from 1 October 2000.

The charitable company is limited by guarantee, incorporated on 11 April 2000 and registered as a charity on 9 August 2000, with the new registered number 1081949.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The trustees have adopted the provisions of 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 1 January 2019).

Board of Trustees

Thomas Mulloy (Chair)
(resigned 30 July 2024)
Christopher Ratcliffe (Chair)
(appointed 30 July 2024)
Semhar Beyene
Lyndon Borrow
(resigned 30 July 2024)
Hannah Brennan
Angela Carpenter
(appointed 30 July 2024)
Rolf Choutan (vice chair)
Laura Eadsforth
Katherine O'Grady Bray
(resigned 10 February 2025)
Edward Reveley
(appointed 30 July 2024)
Melissa Scacco Mudawi
(Honorary Treasurer)

Recruitment and Appointment of New Trustees

Trustees are appointed for a three-year term at an AGM and are allowed to stand for a second consecutive term (subject to invitation from the Chair). Trustees can stand subsequently for re-appointment but must leave the board for a period of one year. When new Trustees are needed, members of the existing board are reviewed, and any skills gap identified.

Organisational Structure

Management is delegated to an executive team. The executive team is responsible for the full range of RAD's activities. The executive team during the year comprised of Chief Executive Officer, Chief Operating Officer and Chief Finance Officer. We have an agreed scheme of delegation and during the year, the team consisted of the following:

Dr Mark Wheatley,
Chief Executive Officer

Julie Ratcliffe,
Chief Operating Officer

Claire Woods, Chief Finance Officer

Decision Making

RAD makes decisions through a collaborative process involving its board, staff, and stakeholders, guided by its values, mission and strategic goals. This process includes evaluating data, assessing community needs, and considering the impact on our beneficiaries to ensure informed and effective decision-making.

Induction and Training of New Trustees

New Trustees undertake an operational induction with the CEO and a board induction with the Chair. The board undertake governance training periodically and any Individual training needs of Trustees who are new to their role are agreed with the Chair.

Related Parties

The organisation has a wholly owned trading subsidiary, tRADe Ltd. This subsidiary did not trade during 2024/25.

Risk Management

The Trustees have a risk management strategy that comprises of:

- A major risk register for the organisation.
- A quarterly operational risk review prepared by the leadership team, with associated mitigations.
- Whilst an annual review of the principal risks and uncertainties facing RAD is recommended, the Trustees consider that a quarterly review is more robust and allows the board to be more responsive to any issues that may arise.
- The establishment of policies, systems, and procedures to mitigate these risks. This includes the use of external expertise where appropriate.

The Trustees confirm that the above risk management strategy is in operation.

We continue to feel the effects of tightening public expenditure and expect that this will intensify over the forthcoming years. With these factors in mind, the major risks facing RAD are as follows:

Failure of all services to achieve budgeted income targets especially in a period of reduced and more tightly controlled public expenditure.

Failure to achieve legacy income targets

Failure to secure future funding to sustain services

Failure to see a return on investments



Legal and Administrative Details

Registered Office

The Royal Association for Deaf People
Crystal Wharf
36 Graham Street
London, N1 8GJ

Company registration number:
03973353 (England and Wales)
Registered charity number: 1081949
Company Secretary: Mark Wheatley



Bankers and Principal Advisers

Bankers

National Westminster Bank PLC

Wembley (A) Branch
520 High Road
Wembley, HA9 7BZ

CCLA

One Angel Lane
London, EC4R 3AB

Independent Auditors

TC Group

Town Wall House
Balkerne Hill
Colchester
CO3 3AD

Solicitors

Fisher Jones Greenwood

Charter Court
Newcomen Way
Severalls Business Park
Colchester, CO4 9YA

Statement of Trustees' Responsibilities

The trustees (who are also the directors of The Royal Association for Deaf People for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which 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 those financial statements, the trustees are required to

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. 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. In so far as the trustees are aware:

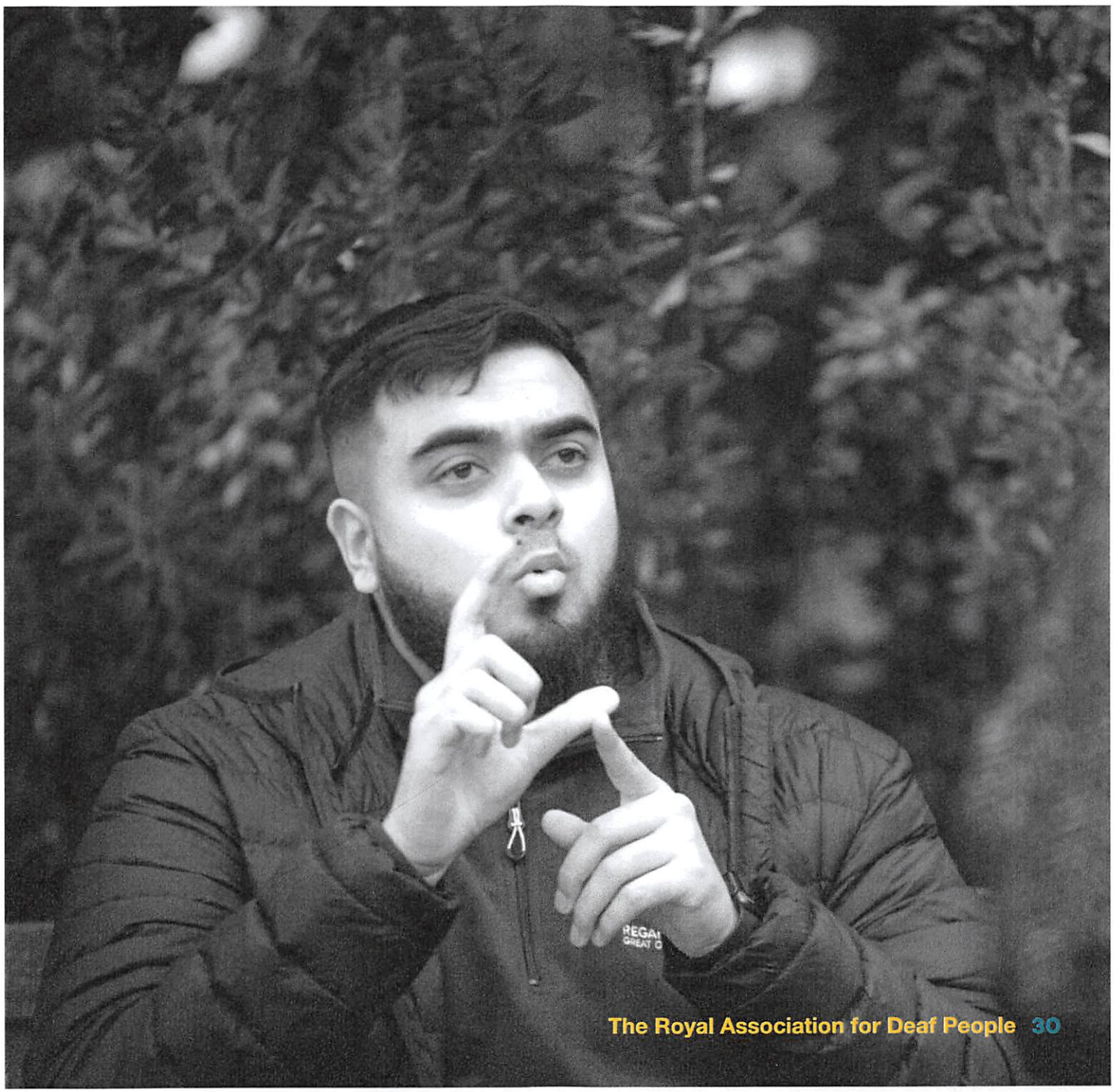
- There is no relevant audit in formation of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, TC Group, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 9 September 2025 and signed on its behalf by:

Christopher Ratcliffe - Trustee



Report of the Independent Auditors to the Members of The Royal Association for Deaf People

Opinion

We have audited the financial statements of The Royal Association for Deaf People (the 'Charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the cash flow statement 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

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.

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 Auditors' 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' 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 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Report of the Independent Auditors to the Members of The Royal Association for Deaf People

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 Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 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 trustees' 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 take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Report of the Independent Auditors to the Members of The Royal Association for Deaf People

Our responsibilities for the audit of the financial statements

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 a Report of the Independent Auditors 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. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the trustees and other management (as required by auditing standards), and discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations;

- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102, the Companies Act 2006, the Charities Act 2011, UK GAAP including Charities SORP (FRS 102)) and the relevant tax compliance regulations in the UK;

- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;

- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Report of the Independent Auditors to the Members of The Royal Association for Deaf People

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. 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 auditors' 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.

TC Group

Melinda Simpson (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors
Town Wall House
Balkerne Hill
Colchester
Essex
CO3 3AD

Date: 10th September 2025

The Royal Association for Deaf People
Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	**167,604**	**5,213**	**172,817**	151,786
Charitable activities	6				
Advice and Wellbeing		-	**374,045**	**374,045**	331,913
Deaf Advance		**179,663**	**22,409**	**202,072**	155,018
Independent Living Services		**1,076,125**	**82,486**	**1,158,611**	1,036,614
Communication Services		**717,182**	**9,997**	**727,179**	660,876
Other Projects and Funding		-	-	-	45,373
Other trading activities	4	**1,322**	-	**1,322**	-
Investment income	5	**66,323**	-	**66,323**	119,749
Other income – profit on sale of property		**420,682**	-	**420,682**	-
Total		**2,628,901**	**494,150**	**3,123,051**	2,501,329
EXPENDITURE ON					
Charitable activities	7				
Advice and Wellbeing		**193,445**	**379,200**	**572,645**	619,188
Deaf Advance		**344,145**	**38,398**	**382,543**	395,371
Independent Living Services		**1,512,340**	**76,982**	**1,589,322**	1,479,993
Communication Services		**924,215**	**12,467**	**936,682**	814,743
Other Projects and Funding		-	-	-	106,926
Total		**2,974,145**	**507,047**	**3,481,192**	3,416,221
Net gains/(losses) on investments		**(70,853)**	-	**(70,853)**	315,389
NET INCOME/(EXPENDITURE)		**(416,097)**	**(12,897)**	**(428,994)**	(599,503)
RECONCILIATION OF FUNDS					
Total funds brought forward		**4,469,147**	**122,360**	**4,591,507**	5,191,010
TOTAL FUNDS CARRIED FORWARD		**4,053,050**	**109,463**	**4,162,513**	4,591,507

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

The Royal Association for Deaf People
Balance Sheet
31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	13	**2,047,247**	-	**2,047,247**	527,918
Investments	14	**1,360,013**	-	**1,360,013**	3,607,867
		3,407,260	-	**3,407,260**	4,135,785
CURRENT ASSETS					
Debtors	15	**433,455**	-	**433,455**	389,313
Cash at bank		**495,157**	**178,108**	**673,265**	347,229
		928,612	**178,108**	**1,106,720**	736,542
CREDITORS					
Amounts falling due within one year	16	**(282,822)**	**(68,645)**	**(351,467)**	(280,820)
NET CURRENT ASSETS		**645,790**	**109,463**	**755,253**	455,722
TOTAL ASSETS LESS CURRENT LIABILITIES		**4,053,050**	**109,463**	**4,162,513**	4,591,507
NET ASSETS		**4,053,050**	**109,463**	**4,162,513**	4,591,507
FUNDS	18				
Unrestricted funds				**4,053,050**	4,469,147
Restricted funds				**109,463**	122,360
TOTAL FUNDS				**4,162,513**	4,591,507

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 10th Sept 2025 and were signed on its behalf by:

C Ratcliffe - Trustee

The notes form part of these financial statements

The Royal Association for Deaf People
Cash Flow Statement
For the Year Ended 31 March 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	**(785,334)**	(908,664)
Net cash used in operating activities		**(785,334)**	(908,664)
Cash flows from investing activities			
Purchase of tangible fixed assets		**(1,629,744)**	(2,798)
Purchase of fixed asset investments		**(100,000)**	-
Sale of tangible fixed assets		**504,610**	-
Sale of fixed asset investments		**2,277,000**	500,000
Interest received		**5,459**	7,433
Dividends received		**54,045**	106,261
Net cash provided by investing activities		**1,111,370**	610,896
Change in cash and cash equivalents in the reporting period		**326,036**	(297,768)
Cash and cash equivalents at the beginning of the reporting period		**347,229**	644,997
Cash and cash equivalents at the end of the reporting period		**673,265**	347,229

The notes form part of these financial statements

The Royal Association for Deaf People
Notes to the Cash Flow Statement
For the Year Ended 31 March 2025

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net expenditure for the reporting period (as per the Statement of Financial Activities)	**(428,994)**	(599,503)
Adjustments for:		
Depreciation charges	**26,488**	4,961
Losses/(gain) on investments	**70,853**	(315,389)
Profit on disposal of fixed assets	**(420,682)**	-
Interest received	**(5,459)**	(7,433)
Dividends received	**(54,045)**	(106,261)
(Increase)/decrease in debtors	**(44,142)**	217,893
Increase/(decrease) in creditors	**70,647**	(102,932)
Net cash used in operations	**(785,334)**	(908,664)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24	Cash flow	**At 31.3.25**
	£	£	**£**
Net cash			
Cash at bank	**347,229**	**326,036**	**673,265**
	347,229	**326,036**	**673,265**
Total	**347,229**	**326,036**	**673,265**

The notes form part of these financial statements

The Royal Association for Deaf People
Notes to the Financial Statements
For the year Ended 31 March 2025

1. CHARITY INFORMATION

The Royal Association for Deaf people is a private company limited by guarantee incorporated in England and Wales. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up.

The registered office and principal place of business is Crystal Wharf, 36 Graham Street, London, N1 8GJ.

The company owns 100% of the share capital of tRADe Limited (company number 2693994), this company has not traded since the year ended 31 March 2018 and has reserves of £(864). Consolidated accounts have not been prepared on the basis that the subsidiary company is not material for the purposes of giving a true and fair view.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value.

For the purposes of presentation, the financial statements are rounded to the nearest Pound Sterling (£).

Going Concern

At the time of approving the accounts, 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 accounts.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Volunteer time is not Included in the financial statements.

Income from government in respect of services and other grants is recognised when the Charity has entitlement to the fund, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Legacy income is recognised when entitlement to the income is probable. Receipt of legacy income, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

2. ACCOUNTING POLICIES - continued

Income
Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes attributable VAT which cannot be recovered.

Redundancy costs are charged to the Income statement in the year in which an irrevocable commitment is made to incur the costs.

Holiday entitlement earned but not taken at 31 March 2025 is accrued based on rates of pay effective at that date.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function is apportioned based on the direct cost of the activity.

Other expenditure represents those items not falling into any other heading.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Property	**2% straight line basis (excluding land)**
Leasehold Property Improvements	**Evenly over 15 years**
Fixtures, Fittings and Equipment	**20% straight line basis for fixtures and fittings, 33% straight line for office equipment**

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.

Impairment
At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Fixed Asset Investments
Listed and current asset investments are stated at market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.

Unlisted investments are carried at cost with annual reviews undertaken for impairment.

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

2. ACCOUNTING POLICIES - continued

Cash at Bank
Cash at bank and cash in hand includes cash and short tenn 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.

Basic Financial Instruments
Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. Financial assets comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes, deferred income and provisions.

Taxation
The charity is exempt from corporation tax on its charitable activities.

The charity is an exempt organisation for VAT purposes and consequently input tax on its purchases are not fully recoverable.

Fund accounting
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 management and administration costs.

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

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

The costs of generating funds relate to the costs incurred for the charitable work.

Operating Leases
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.

Pension costs and other post-retirement benefits
The Association has a group personal pension plan that is available to all employees. Defined contributions are paid into the scheme on a monthly basis. All pension costs are charged to the statement of financial activities as incurred.

In accordance with FRS 102 the Association accounts for pension costs on the basis of contributions to the Scheme in the year.

3. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	**26,685**	20,618
Legacies	**146,132**	131,168
	172,817	151,786

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

4. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Fundraising events	1,322	-

5. INVESTMENT INCOME

	2025	2024
	£	£
Rents received	6,819	6,055
Dividends receivable	54,045	106,261
Deposit account interest	5,459	7,433
	66,323	119,749

6. INCOME FROM CHARITABLE ACTIVITIES

	Grants and services	Fee income	Total 2025	Total 2024
	£	£	£	£
Advice and Wellbeing	346,383	27,662	374,045	331,913
Deaf Advance	5,000	197,072	202,072	164,985
Independent Living Services	82,486	1,076,125	1,158,611	1,036,614
Communication Services	9,997	717,182	727,179	650,909
Other Projects and Funding	-	-	-	45,373
	443,866	2,018,041	2,461,907	2,229,794

Grants and services received, included in the above, are as follows:

	2025	2024
	£	£
Government grants and services	188,457	211,673
Other grants and services	255,409	215,954
	443,866	427,627

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 8)	Totals
	£	£	£
Advice and Wellbeing	410,319	162,326	572,645
Deaf Advance	274,108	108,435	382,543
Independent Living Services	1,138,808	450,514	1,589,322
Communication Services	671,164	265,518	936,682
	2,494,399	986,793	3,481,192

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

8. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Advice and Wellbeing	**158,601**	**468**	**3,257**	**162,326**
Deaf Advance	**105,947**	**312**	**2,176**	**108,435**
Independent Living Services	**440,178**	**1,297**	**9,039**	**450,514**
Communication Services	**259,425**	**765**	**5,328**	**265,518**
	964,151	**2,842**	**19,800**	**986,793**

Management consists of staff costs of £609,739, establishment costs of £94,024, IT costs of £157,567 and other overheads of £102,821.

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	**26,488**	4,961
Profit on disposal of property	**(420,682)**	-
Auditors remuneration	**15,300**	12,000
Accountancy fees	**4,500**	6,900

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

Trustees reimbursed travelling expenses of £311 were paid to three trustees during the year ended 31 March 2025, £47 was paid to one trustee during the year ended 31 March 2024.

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

11. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	**2,039,390**	1,954,761
Social security costs	**165,377**	157,310
Other pension costs	**110,259**	111,996
Wages and salaries	**2,315,026**	2,224,067
Freelance, temp and agency staff, training and recruitment costs	**604,542**	605,337
	2,919,568	2,829,404

The key management personnel of the Company during the year ended 31 March 2025 was the Chief Executive Officer, the Chief Operating Officer and the Chief Finance Officer.

For the year ended 31 March 2024 the key management personnel of the Company were the joint leadership team of three joint Chief Executive Officers, the interim Chief Executive Officer and interim Director of Finance and People along with the Chief Operating Officer, the Chief Finance Officer, the Chief Executive Officer and the Director of Independent Living - Support Services and Programmes.

Employee benefits of key management personal totalled £268,641 for the year ended 31 March 2025 (2024 - £303,655).

Redundancy and termination payments amounted to £17,681 for the year ended 31 March 2025 (2024 - £nil).

The average monthly number of employees during the year was as follows:

	2025	2024
Community engagement	**1**	1
Advice and wellbeing	**12**	13
Deaf Advance	**5**	6
Other services	**-**	1
Independent living services	**46**	42
Communication services	**5**	4
Governance	**1**	1
Fundraising and publicity	**2**	3
	72	71

During the year to 31 March 2025 there were 117 individuals on average (2024: 110) employed on a full and part-time basis.

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
£60,001 - £70,000	**1**	1
£70,001 - £80,000	**1**	-
£90,001 - £100,000	**1**	-
	3	1

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	148,786	3,000	151,786
Charitable activities			
Advice and Wellbeing	-	331,913	331,913
Deaf Advance	95,017	60,001	155,018
Independent Living Services	1,012,070	24,544	1,036,614
Communication Services	650,909	9,967	660,876
Other Projects and Funding	1,465	43,908	45,373
Investment income	119,749	-	119,749
Total	2,027,996	473,333	2,501,329
EXPENDITURE ON			
Charitable activities			
Advice and Wellbeing	301,861	317,327	619,188
Deaf Advance	351,118	44,253	395,371
Independent Living Services	1,421,011	58,982	1,479,993
Communication Services	814,743	-	814,743
Other Projects and Funding	56,027	50,899	106,926
Total	2,944,760	471,461	3,416,221
Net gains on investments	315,389	-	315,389
NET INCOME/(EXPENDITURE)	(601,375)	1,872	(599,503)
Transfers between funds	(647)	647	-
Net movement in funds	(602,022)	2,519	(599,503)
RECONCILIATION OF FUNDS			
Total funds brought forward	5,071,169	119,841	5,191,010
TOTAL FUNDS CARRIED FORWARD	4,469,147	122,360	4,591,507

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

13. TANGIBLE FIXED ASSETS

	Property £	Leasehold property improvements £	Fixtures, fittings & equipment £	Totals £
COST/VALUATION				
At 1 April 2024	**612,712**	**-**	**152,022**	**764,734**
Additions	**1,544,492**	**66,631**	**18,621**	**1,629,744**
Disposals	**(128,487)**	**-**	**-**	**(128,487)**
At 31 March 2025	**2,028,717**	**66,631**	**170,643**	**2,265,991**
DEPRECIATION				
At 1 April 2024	**86,660**	**-**	**150,156**	**236,816**
Charge for year	**22,277**	**888**	**3,323**	**26,488**
Eliminated on disposal	**(44,560)**	**-**	**-**	**(44,560)**
At 31 March 2025	**64,377**	**888**	**153,479**	**218,744**
NET BOOK VALUE				
At 31 March 2025	**1,964,340**	**65,743**	**17,164**	**2,047,247**
At 31 March 2024	526,052	-	1,866	527,918

Property includes non-depreciating land of £400,023 (2024: £400,023). This is shown at a trustees' valuation made in 1952 together with the cost of subsequent additions.

Included within the property net book value of £1,964,340 is land and buildings with a net book value of £440,441 which has an insurance value of £1,538,655.

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings £	Listed investments £	Unlisted investments £	Totals £
COST/MARKET VALUE				
At 1 April 2024	**2**	**3,607,865**	**-**	**3,607,867**
Additions	**-**	**-**	**100,000**	**100,000**
Disposals	**-**	**(2,277,000)**	**-**	**(2,277,000)**
Revaluations	**-**	**(70,854)**	**-**	**(70,854)**
At 31 March 2025	**2**	**1,260,011**	**100,000**	**1,360,013**
NET BOOK VALUE				
At 31 March 2025	**2**	**1,260,011**	**100,000**	**1,360,013**
At 31 March 2024	2	3,607,865	-	3,607,867

Cost or valuation at 31 March 2025 is represented by:

	Shares in group undertakings £	Listed investments £	Unlisted investments £	Totals £
Accumulated revaluation gains	**-**	**494,828**	**-**	**494,828**
Cost	**2**	**765,183**	**100,000**	**865,185**
	2	**1,260,011**	**100,000**	**1,360,013**

There were no investment assets outside the UK.

At 31 March 2025. the Charity owned 100% of the share capital (2 x £1 ordinary shares) of tRADe Limited (company number 2693994) which was established to undertake the commercial activities of the Association. At 31st March 2025, the aggregate of the share capital and reserves of tRADe Limited was £(864) (2024: £(864)). The company has not traded since the year ended 31 March 2018.

At 31 March 2025 the Charity owned a minority share holding in Signapse Ltd (company number 13898753). The chief executive officer of the Charity is a director of Signapse Ltd.

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	297,962	248,612
Amounts owed by group undertakings	864	864
Other debtors	3,265	4,377
Prepayments and accrued income	131,364	135,460
	433,455	389,313

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	122,574	72,884
Social security and other taxes	34,717	29,823
Other creditors	48,466	43,842
Accruals and deferred income	145,710	134,271
	351,467	280,820

Accruals and deferred income includes deferred income of £53,271 (2024: £38,238) which comprises income received or invoiced in advance of work carried out.

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	16,607	16,607
Between one and five years	4,152	20,758
	20,759	37,365

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

18. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General Fund	876,884	(797,802)	696,381	775,463
Property and Equipment Fund	527,918	394,194	1,125,135	2,047,247
Property Refurbishment Fund	3,798	-	-	3,798
Investment in New Services for Deaf People	1,060,491	-	-	1,060,491
Property Purchase Fund	1,821,516	-	(1,821,516)	-
Infrastructure and Special Expenditure Fund	178,540	(12,489)	-	166,051
	4,469,147	(416,097)	-	4,053,050
Restricted funds				
Advice and Wellbeing	58,030	(2,155)	-	55,875
Deaf Advance	28,039	(13,776)	-	14,263
Independent Living Services	11,655	5,504	-	17,159
Communication Services	13,108	(2,470)	-	10,638
Other Services	11,528	-	-	11,528
	122,360	(12,897)	-	109,463
TOTAL FUNDS	4,591,507	(428,994)	-	4,162,513

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General Fund	2,208,219	(2,935,168)	(70,853)	(797,802)
Property and Equipment Fund	420,682	(26,488)	-	394,194
Infrastructure and Special Expenditure Fund	-	(12,489)	-	(12,489)
	2,628,901	(2,974,145)	(70,853)	(416,097)
Restricted funds				
Advice and Wellbeing	377,045	(379,200)	-	(2,155)
Deaf Advance	24,622	(38,398)	-	(13,776)
Independent Living Services	82,486	(76,982)	-	5,504
Communication Services	9,997	(12,467)	-	(2,470)
	494,150	(507,047)	-	(12,897)
TOTAL FUNDS	3,123,051	(3,481,192)	(70,853)	(428,994)

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General Fund	1,019,928	(139,600)	(3,444)	876,884
Property and Equipment Fund	530,082	(4,961)	2,797	527,918
Property Refurbishment Fund	3,798	-	-	3,798
Investment in New Services for Deaf People	1,447,351	(386,860)	-	1,060,491
Property Purchase Fund	1,821,516	-	-	1,821,516
Infrastructure and Special Expenditure Fund	248,494	(69,954)	-	178,540
	5,071,169	(601,375)	(647)	4,469,147
Restricted funds				
Advice and Wellbeing	48,187	9,985	(142)	58,030
Deaf Advance	12,291	15,749	-	28,040
Independent Living Services	44,553	(33,829)	931	11,655
Communication Services	3,140	9,967	-	13,107
Other Services	11,670	-	(142)	11,528
	119,841	1,872	647	122,360
TOTAL FUNDS	5,191,010	(599,503)	-	4,591,507

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General Fund	2,027,996	(2,482,985)	315,389	(139,600)
Property and Equipment Fund	-	(4,961)	-	(4,961)
Investment in New Services for Deaf People	-	(386,860)	-	(386,860)
Infrastructure and Special Expenditure Fund	-	(69,954)	-	(69,954)
	2,027,996	(2,944,760)	315,389	(601,375)
Restricted funds				
Advice and Wellbeing	346,723	(336,738)	-	9,985
Deaf Advance	50,903	(35,154)	-	15,749
Independent Living Services	24,734	(58,563)	-	(33,829)
Communication Services	9,967	-	-	9,967
Other Services	41,006	(41,006)	-	-
	473,333	(471,461)	-	1,872
TOTAL FUNDS	2,501,329	(3,416,221)	315,389	(599,503)

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

18. MOVEMENT IN FUNDS - continued

Restricted funds

The Advice and Wellbeing fund represents income received specifically to provide accessible support, information, and guidance to improve access and the overall wellbeing of deaf people, ensuring they are equipped to make informed decisions and access the support they need.

The Deaf Advance fund represents income received specifically to provide a range of training and consultancy programmes to increase deaf awareness and promote inclusive practices.

The Independent Living Services fund represents income received specifically to support deaf individuals to live independently through commissioned support packages, advocacy, and practical support that promotes autonomy and dignity

The Communication Services fund represents income received specifically to provide communication support such as British Sign Language (BSL) interpreting, lip-speaking and translation services to enable equal access to essential services and everyday activities.

The Other Services fund represents income received specifically to provide donations to deaf people, respite for carers and the provision of premises for Deaf Clubs to meet in.

Designated funds

The Property and Equipment Fund represents the net book value of tangible fixed assets, less those financed by restricted funds. A transfer is made to or from the General Fund equal to the tangible fixed asset additions or disposals arising in the year.

The Property Refurbishment Fund includes funds set aside towards the estimated cost of property maintenance and refurbishment required over the next few years.

The Investment in New Services for Deaf people is a fund set aside to invest in new services under four key themes.

The Property Purchase Fund sets aside funds for the purchase of a centrally located office space. A transfer has been made to the Property and Equipment Fund equal to tangible fixed asset additions or disposals arising in the year with any remaining excess of funds transferred back to the General Fund following acquisition of the new property in the year.

The Infrastructure and Special Expenditure Fund is funds designated from the 2020/21 surplus on unrestricted funds to support planned expenditure during 2021/22 on a major upgrade to the Charity's IT infrastructure and other one-off special expenditure projects.

General fund

The fund represents the accumulated surpluses of the charity and is available for general purposes.

The Royal Association for Deaf People
Notes to the Financial Statements - continued
For the year Ended 31 March 2025

19. CONTINGENT LIABILITIES

At the Balance Sheet date the Charity had a potential requirement to register for VAT but at the time of preparing the financial statements this had not been established with HMRC.

20. RELATED PARTY DISCLOSURES

During the current financial year, the Charity acquired shares in Signapse Ltd. The chief executive officer of the charity is also a director of Signapse Ltd

During the current financial year the Charity invoiced Signapse Ltd £7,200 for translation services which is included in Deaf Advance fee income. At the Balance Sheet date there was no balances owed or owing between the two entities.



Patron: His Majesty King Charles III | Founded 1841 | Registered Charity No. 1081949 | Company registered in England No. 3973353

We are The Royal Association for Deaf People. (RAD).

RAD is a national charity standing with deaf people, their networks and families.

We started in 1841, and have become a movement for change through the provision of services and working with collaborators.

We believe every deaf person has the right to be themselves and realise their rights to an accessible world.

We champion rights, create opportunities and support campaigns for change.

Contact Information

Telephone: 0300 688 2525

Email: info@royaldeaf.org.uk

Website: www.royaldeaf.org.uk

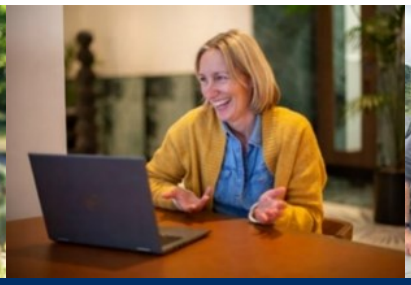
Address: Crystal Wharf, 36 Graham Street, London, N1 8GH

THE ROYAL ASSOCIATION FOR DEAF PEOPLE

England & Wales - Charity number 1081949

Accounts

Royal Association for Deaf people



Annual Report and Accounts
2023/2024

Charity no: 1081949

Our vision
A future of opportunity, achievement and equality for deaf people

Our mission
- Working in collaboration to innovate and deliver the services that deaf people want and need
- Celebrating deaf culture and community

Patron: His Majesty King Charles III | Registered Charity No. 1081949 | Company registered in England No. 3973353

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Chair of Trustees





A message from our Chair

Welcome to our 2023/ 24 Annual Report & Accounts

Against the challenging conditions of a charitable environment managing uncertainties of funding, continued impact from cost-of-living crisis and other world events, I am proud of how TeamRAD have managed challenging times, and through adversity, a restructure.

We welcomed RAD's first ever deaf CEO, Mark Wheatley, and together, the executive team have risen to the challenge to support us to grow from strength to strength, outlining a new way forward for RAD and its work, and as always, TeamRAD colleagues remain committed to delivering against the objectives of the organisation, to ensure that deaf people continue to receive support.

We reflect on the previous strategic period, 2021 – 2024, and the testing of new services which we invested in via our reserves and as we wrap up this year, we are confident that we have positioned ourselves to not only offer a broader range of services for deaf people, but through the diversifying of income, a more reliable and sustainable way of achieving this. New work and income streams include Consultancy services, a DeafAdvance Training Centre, and Commercial Services to ensure organisations and companies can be more equitable when it comes to deaf people and their access, and lastly, an investment into Signapse brings a new and innovative way of protecting our future.

It is clear that our work has paved the way for the new strategic direction as we look ahead from 2024 to 2029, and we will unveil our new strategic ambitions to support this. The past six months have seen us prepare to purchase RAD's new London headquarters, and client hub, which we are all excited about.

As I step down at the AGM, I would like to say a thank you to our new CEO, executive team, and all colleagues that form TeamRAD, including our trustees for their contribution, and for their vision and commitment to the work ahead, as we begin the next chapter of RAD's journey. Thanks also go to the former colleagues who played their role in shaping RAD over the years.

With very best wishes,

Thomas Mulloy

Report of the Trustees
- To year ended 31 March 2024

Trustee report

- FOR THE YEAR ENDED 31 MARCH 2024



Report

The Trustees are proud to present their report and the audited financial statements for the year ended 31 March 2024.

This report meets the requirements for a directors' report for Companies Act purposes.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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 1 January 2019).

The Trustees also include a summary which concludes the previous strategic period 2020 – 2024.

Aims and objectives of the organisation:

RADs objects are to promote the social and general welfare of all deaf people.

Our organisational values:

Community

As part of the Deaf Community we respect deaf language, identity, heritage, and diversity, delivering services that our community wants and needs.

Progressive

We are committed to continuous improvement. We are proactive in our approach; receptive to change, responsive and believe that reflective practice informs our ongoing development.

Positive

We celebrate successes, take a positive and encouraging attitude towards work, each other, our organisation and all those who connect with us and give credit to people's ideas and achievements.

Collaborative

Working together with colleagues, partners and other stakeholders in order to achieve the best outcomes for deaf people – celebrating successes and recognising contribution.

Integrity

We will be authentic, honest, respectful and mindful of our self, others and our environment; challenging and receiving feedback, promoting fairness and treating people with an unbiased approach.

Our people - TeamRAD









TeamRAD colleagues

We are incredibly proud of our TeamRAD colleagues. Everyone works so hard to carry out extraordinary work that supports the lives of deaf people. No matter which department our colleagues work in, from the services team, to finance, interpreting to marketing, everyone is valued for the contribution they make to keeping RAD healthy, and functioning so that deaf people can receive the services they want and need.

Chief Executive Officer

For the first time in RAD's long history, we have appointed a CEO who is deaf himself, representing the importance of supporting deaf communities. He brings a wealth of experience from the European Union of the Deaf (EUD), with a background in advocacy, strategic leadership, and innovation. His appointment supports RAD's ambitions to thrive and expand into new and innovative working methods.

Trustees

We are fortunate to have a board of trustees who give their time to help govern the organisation. We currently have 8 trustees, 7 of whom are deaf, and we are actively recruiting more to ensure we incorporate the knowledge required from the skills gap audit to further complement the boards existing skill level and RADs growth plans.

Recognition and reward

We consider the RAD community and our colleagues to ensure that recognition and reward is at the heart of how we manage our people and services. We take the time to celebrate successes. We supported the professional development of our colleagues so that they achieve and thrive in the workplace, and develop the confidence and skills to have a meaningful career.

We were proud to hold our Reconnecting TeamRAD conference, and introduced the much enjoyed Colleagues Awards, to help us celebrate achievements. With 105 nominations received, we were able to appreciate and celebrate all of TeamRAD, and recipients of the awards received prizes.

Wellbeing and EDI

At RAD, we recognise that wellbeing is fundamental to maintaining a strong and happy workforce.

The past year has been financially challenging for many with rising inflation and world events impacting living standards.

Following the 2% cost of living pay increase that we gave to staff in April 2023, we also provided bonus voucher payments in December, and gave a summer Costa Coffee voucher in recognition of external financial pressures and to say thank you for their continued hard work, loyalty and commitment.

The introduction of RADs Wellbeing and EDI group saw regular newsletters and initiatives sent to the staff which included Time to Talk Day, Tech Time Out, Positive Ways to Detach from Work and paid time off to support good causes.

We drafted, approved and shared RADs Wellbeing Charter – a document to show RADs commitment and provide an overview of our aims and expectations.

RAD have been committed to continuously reviewing our consideration of EDI in all our behaviours, operations and work. We have appointed an EDI Champion, revised our recruitment procedures and ensure representation is considered across all our activity.

Training and Initiatives

We work really hard to ensure colleagues receive training in order to carry out RADs business, but we also recognise when training is important for CPD.

We provided access to 43 Leadership and Management (ILM) courses which 36 colleagues attended, at level 1 and 3, with 7 managers competing their level 5.

We were proud to introduce our Menopause policy, and to date, over 50% of staff have competed this training, and 90% of the organisation completed safeguarding training.

2023/2024 In numbers





- Recruited **1** new CEO into the organisation
- May **3**, the date His Majesty King Charles III became our Royal Patron
- TeamRAD welcomed **28** new employees
- Our services worked with **29** local authorities
- We provided **43** places for internal staff to undertake ILM courses
- **58%** of RAD's workforce are deaf or hard of hearing
- RADs conference and awards saw **105** nominations and **9** special winners
- **120** fantastic staff and volunteers supporting our work
- We delivered **146** days worth of BSL translation services, to 41 organisations
- Celebrated **183** years of RAD and our work supporting deaf people
- **362** learners accessed our DeafAdvance Training Centre
- Provided **434** sessions to people needing complex Advocacy support
- Managed **1033** enquiries through our Live Chat
- Our Communications team facilitated **2620** bookings to provide BSL Interpreters
- Provided **4965** hours of Advice services and community outreach
- We provided **8210** hours of interpreting and communication support
- Independent Living team delivered **9029** befriending and one to one sessions
- Independent Living Service delivered **32,918** Community Support hours
- Our website and Info Hub welcomed **90,000** views and interactions
- Committed to invest **£100,000** into Signapse, part of an innovative growth plan
- Our social media and website information reached **446,300** people
- Committed **£1,512,000** to the purchase of our new London headquarters
- Came to the end of the strategic period which saw us commit to internally invest **£3,100,000** into testing new services and developing evidence of need, eventually spending around £2m before analysing the findings

What we did in 2023 - 2024





Core Services 2023 - 2024

Our general services have been delivered in line with expectations and we have performed well against our current contracts for this last financial year. Our core focus has been to actively seek new funding to sustain our general services, particularly for the Advice and Advocacy service, and to work to increase the income into the Communication and Interpreting area of RAD, which has seen great improvement.

We have not been without challenges such as restructure, changes to staffing and increased competition for funding, but we have been able to demonstrate our ability to adapt and thrive despite internal and external challenges.

Independent Living

Our largest service saw an income of £1,036,614 this year which includes some specialist advocacy. Due to the complexities of delivering community support services and activities, as typically seen in the sector, the team have experienced challenges in respect of securing new client rates, longer wait times for client reviews impacting care packages that an individual may be entitled to.

Despite this, the Team Leads and Coordinators have worked hard to ensure that operations run as smooth as they can, and that clients are supported. This year, our colleagues delivered 8651 appointments in the home and the community, with 32,918 of support received. The team also ran 8 group events, with 50 clients attending, and this remains an area of growth for the service.

We continue to focus on geographical growth, and a new rolling recruitment approach to ensure we can maximise provision of support hours to existing and new clients.

Advocacy

Our advocacy service has exceeded expectations, taking on 198 clients and delivering 434 support sessions this year.

Due to the significant increase in demand, we secured new contracts with leading providers such as Rethink, The Advocacy People, Cloverleaf, Voiceability, ASSIST, and POhWER. We also received direct funding from local authorities, including Camden and Islington Council. Our service areas include Essex, London, Hertfordshire, Norfolk, and Derbyshire, complementing the regions where we already operate.

Communication Services

We had a very successful year, consistently exceeding our monthly KPI hours. We provided Language Service Professionals to 589 deaf people, delivering 8210 hours of interpreting and communication support, and transitioned our Out of Hours On Call service in-house to reduce costs and improve quality.

Despite the sudden increase in interpreter fees following the NUBSLI fee guidance revision, we managed expectations, renegotiated contract rates, and received positive feedback from interpreters. We successfully secured new contracts with NHS Trust, North of England Procurement in Partnership, Kent County Council framework and the out of hours direct award. We also renewed agreements with organisations such as Ares Management, North Central London CCG's and DWP Job Centre Plus.

Interest in our Translation service has steadily improved, leading to more bookings and support requests without marketing. We established strong relationships with organisations such as Transport for London and the University of Aberdeen, resulting in repeat work. This year, we provided BSL translation services to 41 organizations, delivering approximately 146 days worth of services. To further enhance our service, we developed partnerships with accessible communications providers like I C Works and Dogma Films, enabling us to offer an extended portfolio of services, including editing, subtitling, voice-over, and easy-read services.

Advice

Our Advice service continued to support people under funded contracts, but also for individuals where there is no existing provision of a deaf advice service in their area. We have worked in partnership with City Lit, London, to provide a free service for those who need it, open to all residents.

We proudly promoted our GLA funded Voter ID project, and secured funding for the provision of our flagship HMRC tax advice service.

We were grateful to secure funding to deliver specialist advice services in Croydon, Lambeth, RBKC, Brent Health Matters and from the DWP for employment support.

Strategic period 2021 - 2024



Strategic Plans 2021 to 2024

Our strategic ambitions for 2021-24 were a collection of special areas to focus on with commitments to help us achieve this.

These were;

Finances

Manage our resources to maximise opportunity | ensuring financial resilience and sustainability

Our people

Secure our future | develop our colleagues to thrive and achieve

Collaboration and growth

Collaborate | innovating services that meet the changing needs of deaf people, improving access and reach

Policy

Increase social awareness | influencing change on a national level

Equality and representation

Ensure equal representation | making sure RAD is diverse, fair, and inclusive and means something to every deaf person

Outcome

At RAD, we feel that the last year has been a solid period of assessing the last three years of the operations of the organisation and its service delivery, all whilst navigating various challenges such as the Covid–19 pandemic, the cost of living crisis and having to adapt the way we deliver services to ensure we were able to meet demand and continue to be accessible.

Highlights

During this period, some key highlights include;

- Internally committed to invest £3.1m to develop, launch and deliver new services that consultations told us were needed, spending approx. £2m.
- Rolled out 4 new services for a test period and conducted research and analysis.
- Recruited a Policy Officer who participated in wider initiatives such as the DWP's Reasonable Adjustments forum and the NHS BSL Commissioning Review, advising on best practices and accessibility.
- Introduced 8 new job roles to support the investment activity in this period.
- Supported a total of 6692 cases across the tested services during this period.
- Established RADs Live Chat function via our website to improve accessibility and response times.
- DeafAdvance and Consultancy will become part of RADs core services.

Internal investment



Internal release of funds

Preliminary internal investment plan approved by Trustees in June 2019

Plan involved the implementation of four new services within RAD; TalkMore, DeafAge, RADvice and DeafAdvance (Training Centre).

Initial plan

- Navigated the implementation of the strategy through the Covid 19 pandemic and its associated challenges.
- Initial scoping was undertaken across England and followed by 'Roadshow' events to showcase RAD in targeted locations.
- Recruited 4 Regional Coordinators into the Business Development team in May 2021.
- Established Task Force groups which included other RAD colleagues to assist with outreach and roadshow events.
- Engaged with deaf clubs, deaf organisations and deaf communities to identify gaps in local provision.
- Engaged with mainstream professionals to highlight gaps, raise awareness and support consultations in the deaf community—seeking funding from NHS Healthwatch, DWPs, and Local authorities and their sensory teams.
- Invested in RADs workforce to enhance staff training to be ready to deliver specialist advice and to deliver additional training where compliance was compulsory.

Key milestones achieved

- Information hub established on RADs website
- Recruited and developed the right people to take forward RADs ambitions, creating job opportunities.
- 36 RAD colleagues trained in specialist areas to deliver support, advice and training courses.
- Established a Consultancy service – a new area of business for RAD.
- Webinar engagement – over 1000 attendances and 3000 views of our webinar event page.
- Laid the groundwork for future engagement ie; mapping of services, understanding gaps in the landscape and/ or poor existing provision.
- Achieved over £470k of service income as a result of our outreach, engagement and/ or evidence gathering.
- Developed a strong portfolio of working and active partnerships.
- Gathered evidence of need from providing;
  - Delivery of 3250 hours of support over 4000 appointments with RADvice
  - 500 events delivered under DeafAdvance to support employment issues and training
  - TalkMore provided 2850 hours of support and 4800 enquiry responses and/ or appointments.

What we tested



Investment in new services (2021 – 2024)

Tested Services and what we learned

We introduced 4 new service projects at RAD and delivered them over a 3 year period. This last year saw us conclude some of those services, and create plans to expand on the ones that had growth potential within RADs capabilities. These services were;

DeafAdvance - Training and Employment Support
DeafAge - Support for older people
RADvice - National Advice service
TalkMore - Wellbeing and Live Chat service

We piloted these services both remotely, and face to face across multiple locations in England by way of a special series of events called RAD Roadshows.

After a period of preparation throughout 2020, we moved into project implementation, but unfortunately, we were still navigating the Covid -19 pandemic, and therefore refocused our energy during these months to transition core funded services to online provision and to support existing service users during this difficult time. We also saw staff furloughed, so we streamlined our provision to priority services and critical support and we called this the lost year in respect of potential development activity and community engagement, as we worked to ensure funded services were reconfigured and managed. One good positive is that we were able to launch our Live Chat BSL service to reach and support so many more people who were also struggling during this time, significantly increasing the number of people registering for RAD services.

From early 2021, and into the year, we refocused our efforts by recruiting four Regional Coordinator roles across England to support business development.

These coordinators researched deaf service provision in key locations, identified gaps, and reassured organisations of our complementary ambitions to be able to offer specialist support where there were existing deaf services and to work collaboratively. Based on the their feedback, we launched test events across England to engage with the deaf community and mainstream professionals, which led to new business opportunities and pockets of contracts spread geographically.

Simultaneously, we delivered various services, including employment appointments, peer support groups, advice sessions, and befriending support - this led to identifying further staff training needs. This became a priority in order for us to deliver specialist advice, enhancing our credibility and ensuring our advisors were not only providing support in first language, but had access to training so they would be appropriately trained to do so.

We also took the time to develop new partnerships, collaborating with organisations open to working together to co-deliver programmes, such as with Deaf Vibe to deliver accessible Advice services in Stoke and Staffordshire for all residents.

Challenges

We faced some tough challenges as we looked to officially establish services where there was clear evidence of need. Unfortunately, upon submission, a few funders viewed our ringfenced reserves as excessive, therefore we were not eligible for some funding. In some locations, local deaf organisations were providing limited services but still viewed us as a potential threat to their local funding. Despite our reassurances, this led to some reluctance from others to engage with us, although around 70% did support us and welcome our provision in their area.

Statutory commissioners often don't distinguish between deaf BSL users, other types of hearing loss, or individuals with other disabilities. Consequently, tender opportunities are frequently awarded to standardised providers. Our experience shows this approach does not effectively serve the deaf community, so we seek subcontracting opportunities to ensure better service delivery.

What we tested

Investment in new services (2021– 2024)

DeafAdvance Training and Employment

Employment:

There is a high demand for employment support, but DWP contracts are challenging due to the payment of contracts often based on securing hard job outcomes. However, during this time, we supported 272 unique clients over 1184 appointments, and handled 807 new cases. Despite transitioning the work of the employment team to an ad-hoc service under general advice, we continued to support employability, job interviews, confidence-building, and life skills, resulting in job offers, apprenticeships, and redundancy avoidance.

Committed to this cause, we have formally moved employment support under our general advice service, and to ensure financial viability, DeafAdvance now focuses solely on the activities of the training centre.

DeafAdvance Training Centre:

We collaborated with an external provider and our deaf managers co– developed and designed a Level 3 leadership and management program, successfully testing it with 10 managers who all passed, leading to our registration with ILM. We now offer ILM courses up to Level 5, with unique advantages such as allowing assignments to be filmed and submitted in BSL, instead of in written English.

All RAD training courses were integrated into the service and new ones developed, to cater to an external audience, offering affordable course options, bespoke training packages and providing access to government funded courses, in partnership with Professional Training Solutions, who are working with us to identify opportunities.

Additionally, we expanded to offer a variety of BSL courses after registering with Signature, and in development for nine months, a virtual learning platform is now set to launch in late 2024.

Policy and Influence

We recruited a new Policy Officer who helped advocate for beneficial policy changes, ensuring compliance with regulations, and informed strategic decisions to support our growth and impact.

Whilst this is no longer a role held at RAD, the aims of this role and responsibilities of this activity pass to our CEO and select colleagues to continue this work.

DeafAge:

This service was introduced to understand the impact of loneliness in deaf older people and to work towards outcomes that recognise the impact of social isolation and support efforts to reduce risk and/or impact. The commitment was to enable people to access mainstream community activities to improve social engagement and receive appropriate support or adjustments. Additionally, the service aimed to support participants to engage in physical or social activities to develop networks and improve their physical and emotional wellbeing.

The team were able to recruit 26 volunteers to support the service which delivered 400 events, including home visits, support groups, 1-2-1 remote wellbeing sessions online, community outreach, coffee mornings and workshops. We measured outcomes across 1345 attendances at our programmes, and overall, 1611 outcomes were met, with specific achievements relating to supporting people to recognise what their own needs are and to make choices, how to access support using technology, reconnecting friends and family, participating more independently in physical activity, and improved personal wellbeing.

While there was good attendance at our sessions, it was determined that these activities could be supported through other services and did not require standalone funding, our work continues.

RADvice

A very well attended and popular service. Due to the advice service becoming a triage and umbrella service for many areas, the brand name has been removed and is now simply RADs Advice service and continues to grow.

TalkMore

Our bids to the health sector were unsuccessful given we were seen primarily as a social prescribing organisation, making it unsustainable to fund the service.

We are incredibly proud of the staff who supported the Live Chat Line, but recognising that mental health is not our area of expertise beyond supporting the referral process during the long wait times, and to protect staff wellbeing, we decided to gradually close this service because it had evolved into an unexpected crisis line, which was not its original intention. Despite efforts to collaborate with other deaf organisations, there was a collective preference for us all to continue raising concerns to appeal to the NHS to improve access and response times for deaf people. Consequently, we decided to focus on ensuring accessibility within our primary areas of expertise.

Conclusion and the future



Conclusion of the 2021 - 2024 strategic period.

We have now completed our three year strategy period and over the last year, have been able to assess and evaluate the successes and learning which has helped set the direction for the organisation going forward.

We remained operating in difficult economic circumstances as we tested the new services that were introduced. It has been evident that to secure funding for services such as TalkMore and DeafAge from the health sector was too much of a hard challenge whilst operating in a competitive environment, therefore TalkMore and DeafAge were safely closed as standalone services and both low level wellbeing support and support for older people have been absorbed under RADs advice services, and we do continue to support deaf people by appointment and by referring into accessible services.

We concluded that DeafAdvance and RADs Training Centre showed huge potential beyond its original concept, and through dialogue with other businesses and organisations who were looking to become more equitable for deaf people, the official development of Consultancy was born.

Following this action was the subsequent implementation of RADs Commercial Services during August 2023 with a much broader scope than previously planned.

We have developed a strong catalogue of training options for deaf and hearing learners, registered with Signature to include the delivery of British Sign Language (BSL) courses, enhanced the type of offer for Deaf Awareness training to be tailored and are moving forward with plans to redevelop RADs Marketing team, including the use of Hub Spot and automation, to ensure we are ready for the growth of income generation activity.

It was identified that the need for Advice services and Advocacy was too great to ignore, and the volume of clients seeking our support determined that RAD should expand into new geographical areas and bid for specialist contracts that enable us to work with mainstream partners to ensure services remain accessible to the deaf community, and that they know how to access them. As a result of our work, we have taken Advocacy from an income of £114,000 in 2022/2023, to securing new contracts in 2023/2024 to the value of £840,000 which will be delivered over the next three to eight years. With more work being secured - this is clearly an area of growth for RAD.

We invested in training TeamRAD colleagues in specialist areas such as Immigration, Energy, and other areas of specialist advice so that we are ready to be a market leader in our offer, and able to provide the best possible support and advice to deaf people.

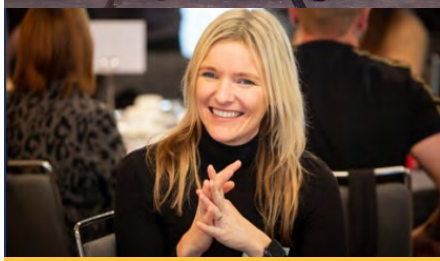
Financial sustainability must continue to be a priority, as will our determination to reach and serve more people in larger geographical areas now that we are recognised as a national charity. By expanding the Commercial Services offer, and diversified income by exploring alternative solutions to sustainability, we were able to make an investment into Signapse, and commit to the purchase of a London office, giving us headquarters and a client hub from where to deliver services and see a return on the rental of work space and Translation/Film studio.

To conclude, we have a clear idea of where we should continue to invest and why. We understood what should be reconsidered, and moved forward to ensure changes were implemented. We continue to work on how best to achieve this over the exciting next strategic period of growth and sustainability.

Setting the scene
- for new strategic objectives







Strategic planning

With the board, we held strategic away days on 14th September and 4th November 2023.

We discussed a financial framework and forecast for 2024 – 2029 and outlined a strategic plan, and asked the question 'where are we going?'

We were able to analyse the performance of all RADs key delivery areas, and the review of the internal investment phase, to debate the viability of what we were committing to.

It has been felt that RAD has many areas of focus and therefore, we took decisions to streamline our approach to only prioritise services where we would be able to cover costs and see a steady income. We evaluated new areas of business that would be complementary to traditional service delivery, and help contribute to RADs overall running costs and redefine our Interpreting and Translation services, marketing our Consultancy offer and doubling our targeted income for Training within DeafAdvance, having seen a huge amount of interest.

In addition, we discussed how we can secure income in alternative ways and considered technology, and the advancements expected in the future. RAD do not want to be left behind, and will commit to new and innovative ways of working such as increasing the investments we make.

The next 5 years

Over the next 5 years of our strategy, we will commit to continuing to build on our existing expertise to enable us to provide services and engage in other areas that are essential for the development of deaf people, such as young deaf people to lead fulfilling lives, and ensuring access to training, wellbeing initiatives and employability projects – to be active members of the community with raised aspirations and increased opportunities.

We will proactively support those who are;

- Deaf people in need of specialist advice/ advocacy and employability.
- Young people who would like to access career guidance, life skills, employability support and leadership qualifications.
- Deaf people who are looking to take their first steps in career progression.
- Deaf professionals looking to advance their leadership and management skills
- Mainstream professionals who want to improve access for deaf people.
- Corporates who want to meet their social responsibilities and understand what they can do to improve and make an impact.

After considering the contributions and analysing the proposed strategy, we can now outline our proposal for RADs new strategic ambitions for 2024 - 2029 which is subject to continuous board involvement and change.

Our Income Approach

- Looking to the future and how we will achieve this:



Business Development

We strengthened our business development team this past year by introducing a new role of Business Development Manager, who is tasked with engagement and networking as we look to increase the number of partnerships we have.

Our charity's business development priorities will balance pursuing traditional funding bids with expanding partnerships in the corporate sector.

While securing grants and donations through traditional channels remains essential, diversifying funding sources by engaging with corporate partners can significantly enhance our financial stability and impact.

Developing strategic alliances with businesses not only provides additional funding to us but also opens up more opportunities for skill-sharing, marketing our commercial offer and at times, co-branded initiatives. We also aim to do this alongside other deaf organisations.

By blending traditional funding approaches with innovative corporate partnerships, and new ways of generating income, we can create a robust support network that can realise long -term growth, resilience, and a greater reach as we expand nationally.

Corporate Donations

Following a series of successful webinars this past year, we have developed a good understanding of what corporate businesses are looking to achieve, and we have also provided guidance and support to other organisations that were unsure how to meet their corporate social responsibilities (CSR), looking to learn more about our work.

Whilst we will continue to seek and encourage donations into the organisation to help our unrestricted fund raising efforts, we have developed a way of working which will have far lasting positive impact and help RADs sustainability plan.

We will support companies taking active steps to contribute positively to society, because for RAD, engaging in a genuine partnership with corporations requires moving beyond financial donations and into a collaborative working relationship where everyone benefits. We will provide key and valuable insights into the needs of the deaf community, and their rights, to help shape meaningful CSR initiatives, ensuring our partnership drives substantial social change. By doing so, the arrangement becomes mutually beneficial and impactful, avoiding tokenism and promoting a shared commitment to inclusivity, accessibility and social welfare.

To further strengthen this, we are setting a new standard of expectation. RAD will launch our Deaf Aware Standards of Excellence trust badge which will be given to organisations who engage with us and undertake training, and these will be valid for display for 3 years.

Statutory Funding, Grants and Trusts

We have introduced the new role of Bid Writer into the team who will support our Strategic Development Manager to oversee the income of statutory funding, grants and trusts which has always played a crucial role in ensuring steady income into the organisation, and enables us to provide vital services to the deaf community.

By effectively giving focus to this area of income, we can ensure that essential services and projects, such as advice, advocacy and communication support are adequately funded, which will always be important for the deaf community, who often face unique challenges in accessing mainstream services. To build relationships with those obligated to provide accessible services, will also open opportunities to connect to our commercial offer, to further enhance the quality of access for deaf individuals.

In addition to this, we will extensively explore opportunities to bid for funding from grant makers and trusts to deliver not only an offer that aligns with their priorities, but to provide projects and services that people want and need - particularly those that improve access to information, advancement and healthier environments.

The importance of having a business development team is underscored by the need for continuous and reliable funding to meet the evolving needs of the deaf community, and our teams expertise in navigating the complex landscape of grants and foundations ensures that RAD remains competitive in securing necessary funds, and in turn, will enable the provision of consistent services.

Statutory Independent Living Services

Funded in a slightly different way, our Independent Living Team Leads are actively working every day to secure new individual agreements on behalf of individuals that need care packages, and support to live independently.

We are working with 27 local authorities to ensure their residents receive the support they need in first language, in addition to community support services, which includes specialist advocacy, befriending and special events or trips. We are proactive in our approach to expand into new geographical and aim to meet the needs and wishes of all those we work with.

Our Income Approach

- Looking to the future and how we will achieve this cont:



Commercial Services

We are incredibly proud to have developed a new service with a designated manager during 2023/24 which evolved to incorporate areas of RAD that focuses on generating income by selling services from our commercial offer.

Naturally, RAD have always secured funding from statutory bodies, trusts and foundations, with deaf awareness training as part of that strategy. However, we identified many viable opportunities to repackage the way we can offer our expertise, not only for our financial advantage, but to support mainstream businesses to be open to being more equitable for deaf people.

Services include our DeafAdvance Training Centre with a suite of courses, Deaf Awareness training courses and a new Virtual Learning Platform. We also offer bespoke and standard BSL courses, an Interpreting and Translation service, and our Consultancy with assessment services.

Investments

RAD are committed to exploring every viable opportunity where potential collaborations align with our values and innovative growth plans.

Outside of RADs usual investing, we were determined to identify opportunities that not also mark positive change for all deaf individuals in the future, but where ideas are cutting edge, solutions focused and innovative.

We were very proud to invest in Signapse, a company of working researchers and experts building technology for tomorrow, we look forward to seeing how they develop.

We will continue to work with successful entrepreneurs, tech experts and other professionals to ensure RAD take brave but considered decisions in investing in its future.

Consultancy

Recognising the need to always ensure equity for deaf individuals, we established a dedicated consultancy service to support organisations to create accessible and inclusive environments.

Our Accessibility Audits support businesses to understand and address the barriers deaf people face as customers and of employees. By conducting in-depth analysis of current systems and customer journeys, we provide tailored recommendations to enhance accessibility. These audits are designed for all types of corporations, ensuring they are well-equipped to provide equitable opportunities and services for deaf people.

London Hub

It is RADs intention to not only have a central London office space, but also a place that we can call a community hub where deaf people can come along and seek support and access services.

We anticipate the potential rental of our space, whether this is our film studio, translation suite or general desks for hire.

Communication Services

British Sign Language (BSL) has been officially recognised as a language for over 90,000 deaf people in the UK, spotlighted now by the passing of the BSL Act 2022.

This legislative milestone underscores the increasing need for access to interpreting, and as one of the leading charities working with and providing services to deaf people, we pride ourselves on being experts in advising on and providing specialist communication support when it matters.

However, we are taking our work further, expanding beyond statutory funded contracts, proactively working to drive quality and access to communication support for deaf people where and when they require it.

Initiatives will include developing communication services for deaf students as we recognise the need for access to improved communication provision and to reduce the pressure to arrange their own communication support whilst managing their educational commitments. We are developing comprehensive communication services which includes the registration of our service as non-medical helpers, enabling us to provide support via the Disabled Student Allowance, to ensure that deaf students have the necessary support to advance and thrive in their academic pursuits.

We are committed to the continuous professional development of our registered Language Service Professionals through our Virtual Learning Platform and other specialist training such as Mental Health First Aid. This investment enhances the skills and knowledge of our interpreters and other communication professionals, but also establishes a sense of professional camaraderie and commitment. In return, we have experienced an increase in registration requests, therefore, anticipate an increased capacity to fulfil more bookings.

RAD is dedicated to expanding services and enhancing the quality and reach of our communication services. This approach ensures that we can meet the growing demand for communication support, driven by the recognition of BSL and the needs of the deaf community.

Strategic Ambitions 2024 - 2029

What will be our strategic ambitions

We recognise that RAD has been through a time of learning and evolving, and this year, after a period of restructure and settlement, RAD is now ready to start its new journey.

At RAD, deaf people in the community are at the core of everything we do. Our strategic commitments ensure that deaf people are at the heart of our decision making.

To support this new direction, we have renewed our strategy and outlined a five-year plan for our new strategic ambitions for 2024 – 2029.

Our strategic ambitions identify the four main areas of focus that will help realise the ambitions into reality, to ensure that RAD is thriving, growing and operating a high-level service for the benefit of all deaf people and key stakeholders.

What will be our strategic commitments

Our strategic ambitions may evolve with input from the new board, reflecting our ongoing commitment to innovation and serving the deaf community. Success will depend on setting clear measures, communicating clearly with all colleagues and stakeholders, and then implementing necessary changes identified from our previous period.

Carefully underpinning RADs strategy with clear goals and objectives will ensure the safe and monitored implementation of new services and activity to ensure long-term impact and sustainability, and by aligning resources and efforts, it will allow us to continuously address issues to further enhance existing provision.

We commit to mitigating risk, being transparent about our progress and working in line with our strategic roadmaps - but most importantly, always making decisions in the best interest of the charity, and the people we serve.



Growth and Longevity:

Explore opportunities to maximise income generation | Ensure services evolve to meet changing needs | Empower deaf people to be independent and informed | Work in partnership with mainstream organisations to ensure deaf people are heard and acknowledged



Finance and Sustainability:

Manage our resources to ensure financial resilience and maximise opportunities to ensure financial and operational sustainability



Collaboration and Influence:

Increase awareness and influence change by working with partners and the deaf community to secure our future | Work in collaboration with other likeminded organisations to ensure equitability and accessibility for deaf people



Community and Inclusivity:

Develop and innovate services that benefit deaf people | Ensure RAD is diverse and inclusive | Improve access to services that deaf people want and need

Strategic Commitments 2024 - 2029



Growth and longevity

Focus will be given to RADs new commercial services development, and a strategic marketing plan to help automate the way we manage our output and better manage income generation opportunities. Targeted fundraising and the development of corporate relationships to expand our outcome streams and exploit opportunities to sell RADs commercial offer. We will develop enhanced and robust partnerships with deaf organisations to maximise opportunities for deaf people and look to co-deliver services, share ideas and work collaboratively. Engage in consultation with the deaf community to help shape new and innovative service strands which will help inform funding applications and develop new sales proposals in order that mainstream bodies can be more equitable.

Finance and Sustainability

At RAD, we have built a comprehensive financial strategy for sustained growth and success which will be closely monitored via robust procedures and operated in tandem with the strategic business development plan. We will ensure we consider diversification of revenue streams by innovating and expanding our commercial service offer, catering to much broader audiences, exploring new markets and developing complementary services to opt in to. We will ensure operational efficiencies by implementing cost saving measures, improving resource allocation and review processes to enhance profitability.

This may involve streamlining operations, investing in technology and automation where practical, and renegotiating supplier contracts for better rates-working fairly to represent value for money for quality services.

We will carefully manage and allocate resources towards investments, innovation and nurture long term revenue streams.

Community and inclusivity

We take a proactive approach to our work to ensure inclusivity is at the forefront of our activity when representing deaf people and their associated barriers and challenges. We continuously learn, adapt and implement positive change because we understand that equality and diversity is important.

We will ensure fairness, inclusion and recognise the full potential of all individuals to promote social justice, equitable opportunities and a sense of belonging.

To carry out consultation initiatives with the deaf community only strengthens diverse perspectives and ensures voices are heard. We encourage contributions to problem solving and cultivate a supportive environment which leads to innovative solutions and evidence of need - to empower, and see an enriched community who have trust and confidence in RAD.

Collaboration and influence

We will develop mainstream strategic partnerships and alliances as we recognise that collaboration with other businesses will provide access to new opportunities, reducing costs through shared resources and will support innovation through the sharing of knowledge and expertise.

This will amplify our brand reach and broaden the partners who see RAD to be the provider of choice.

We will work with deaf organisations and attend events to ensure representation of RAD and our work, and to join in group initiatives which support the exchange of information, leading to solutions that will address complex issues more effectively. We feel this approach will allow us to stay informed, meet evolving needs within the deaf community and to work together to campaign on national issues.

Our executive leadership team and wider business development colleagues will aim to work with key partners to influence change, engage stakeholders and conduct research to build coalitions leverage advocacy efforts. We will work towards initiatives that address pressing issues which frequently effect the deaf community, uphold values, and promote a more equitable, prosperous and sustainable future for all deaf people.

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Groundworks
Healthwatch
POhWER
Rethink
SWAN advocacy
Voiceability

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Brent Council
Bristol Council
Camden Council
Colchester City Council
Croydon Borough Council
Derbyshire County Council
East Sussex County Council
Eastleigh Council
Essex County Council
Hackney Council
Hammersmith Council
Hertfordshire County Council
Hounslow Borough Council
Lambeth Council
Medway Council
Newham Council
Southend Council
Surrey County Council
Redbridge Council
Royal Borough of Greenwich Council
Royal Borough Kensington and Chelsea
Southwark Council
Suffolk County Council
Thurrock Council
Wandsworth Council
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Electricity North West
National Grid
Northumbria Water LTD
Scottish and Southern Energy Networks
Wales and West Utilities
Wessex And Bristol Water

EE
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The FA
TUI

City & Guilds
Kingston University
Mike Long Associates
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Pendrels Trust
Peter Cruddas Foundation
Wilberforce Trust

ASLI
Ares Management
Association of Lipspeakers
Association of Notetaking Professionals
NRCPD
RBSLI

The Duke of Edinburgh Award

MHFA England
Older People's Commissioner for Wales
NHS Foundation Trust
NHS Kent and Medway ICB
NHS Mid and South Essex ICB
National Centre for Suicide Prevention, Education and Training (NCSPET)
Royal London Audiology
SW London and St George's Mental Health

Arthur J Gallagher
Haines Watts
Plan Money Limited

Purple Tech
Yellow Belly

Earzz

Fairwill
JDA
Sight for Surrey
Scouloudi
Young Enterprise

Durham Police

Ethos Farm - (Battersea Power Station)
Lyst
McDonalds
Richmond Aid

CAMHS
Deaf CAMHS

Essex Cares LTD
Hearability
Hearing Help Essex

Heathlands School
Oak Lodge School
The Study Prep School

Black Deaf UK
Deaf Rainbow UK

CommPlus
Dogma Films
IC Works
Let's Sign BSL (Cath Smith)
Sarona Training
Signature
SignLive
SignVideo
Weald BSL

What our clients told us

RADs overall client satisfaction rating for the year is 98.8%.

Thank you to all the people who use our services and for trusting RAD to support you. Here are some things that our clients and learners told us.

" Thank you so much for your time, I feel much more knowledgeable and aware. I could tell the group felt very comfortable asking questions and feeling they were in a safe space, and that was very much because how patient, open and engaging you were."

" Excellent session, really insightful. I thought I had good deaf awareness but now realise I'm only scratching the surface, I learned lots in just 2 hours."

" I cannot rate this workshop highly enough. There was so much helpful information, and it was delivered really well. I realised how little I know, but I have been inspired to find out more! This was absolutely brilliant- thank you so much."

" Grateful for RAD support with an employment issue which another disability support service could not. I had faced barriers for 3 years, but now I feel I can ease my stress knowing RAD will support me, and will signpost the right services for me."

" The course has given me lots to think about in terms of deaf inclusivity and how we can make our company more inclusive. 10/10, best training course I've been to."

" Wonderfully presented course, our trainer was excellent and the material was expertly delivered."

" I would wholeheartedly recommend this basic introduction to signing and definitely recommend the trainer, he was brilliant. Our sessions were fun, relevant and enjoyable. It's made me feel less afraid of trying to sign even the basics."

" We appreciate the support you have provided for Jersey dDeaf islanders. Your collaboration has been important in our efforts to create a more inclusive environment for the dDeaf community. Together, we have made progress in promoting and facilitating independent living for dDeaf community members. The improvements in inclusion and accessibility reflect your dedication and hard work.
Thank you for being a key part of this journey. The Government of Jersey will continue making improvements in the future."

" Thank you for helping me. I would be lost without support. Look forward to a new start to live independently and not rely too much on my friends I can smile a little bit more knowing have support from RAD. Thank you so much."

" I had nowhere to go for support with my PIP assessment. A friend said RAD gives the best PIP support and in International Sign Language too! Thank you RAD."

"I want to say big thank you to RAD staff for ongoing support with my housing issues. Without them I would be lost and not know where to go for support. I used to be depressed but now I am starting to feel better with hope. Looking forward to 2024 and things getting better for me, thanks again."

" Wow! RAD advisor is expert. Useful information and supportive. I will tell my friends to use RAD."

" I've been looking for support with PIP appeal and was relieved that RAD can help. They are professional and understand how to fight my case. Very grateful."

Auditors Report and Accounts - To year ended 31 March 2024

Structure, Governance and Management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is incorporated in England and Wales and is governed by a Board of Trustees who constitute the membership in terms of the Companies Act.

The organisation was founded in 1841 and registered in accordance with the Charities Act 1960, with the registered number 207358. The activities, assets and liabilities of the Association were transferred to this charitable company with effect from 1 October 2000.

The charitable company is limited by guarantee, incorporated on 11 April 2000 and registered as a charity on 9 August 2000, with the new registered number 1081949.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Organisational structure and management

Management is delegated to an executive team. The executive team is responsible for the full range of RAD's activities. The executive team during the start of the year comprised a Director of Operations along with three joint Chief Executives. From May2024, two interim roles joined the ELT. Early 2024 saw the appointment of the permanent CEO. We have an agreed scheme of delegation and during the year, the team consisted of the following:

Amanda Casson Webb: Joint CEO/Director of Communications and Community (Resigned 30/5/23)
Lesley Frearson: Joint CEO/ Director of Finance and Business Support (Resigned 30/5/23)
Sue Evans: Joint CEO/ Director of Services (Resigned 30/5/23)
Julie Ratcliffe: Director of Operations

Andrew Dewey: Interim Chief Executive - started 02.05.23 - ended 31.12.23
Anna Hughes: Interim Director of Finance - started 02.05.23 - ended 12.11.2023
Julie Ratcliffe: Chief Operating Officer - started 05.05.23
Daniel Clements: Director of Independent Living - started 01.09.23
Claire Woods: Chief Finance Officer - started 06.11.23
Mark Wheatley: Chief Executive Officer - started 02.01.24

Decision making

RAD makes decisions through a collaborative process involving its board, staff, and stakeholders, guided by its values, mission and strategic goals. This process includes evaluating data, assessing community needs, and considering the impact on our beneficiaries to ensure informed and effective decision-making.

Structure, Governance and Management

Related parties

The organisation has a wholly owned trading subsidiary, tRADe LTD. This subsidiary did not trade during 2023/2024.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the organisation's aims and objectives and in planning future activities and setting the grant making policy for the year.

Grantmaking

From time to time, when resources and other commitments permit, the Trustees and/or the ELT make small discretionary grants or donations (usually not more than £3000) to deaf individuals or groups to encourage and develop community activities or sponsor special work such as research or an event.

Risk management

The Trustees have a risk management strategy that comprises of:
- A major risk register for the organisation
- A quarterly operational risk review prepared by the leadership team, with associated mitigations;
- Whilst an annual review of the principal risks and uncertainties facing RAD is recommended, the Trustees consider that a quarterly review is more robust and allows the board to be more responsive to any issues that may arise
- The establishment of policies, systems, and procedures to mitigate these risks. This includes the use of external expertise where appropriate

The Trustees confirm that the above risk management strategy is in operation.
We continue to feel the effects of tightening public expenditure and expect that this will intensify over the forthcoming years. With these factors in mind, the major risks facing RAD are as follows:

a) Failure of all services to achieve budgeted income targets especially in a period of reduced and more tightly controlled public expenditure
b) Failure to achieve legacy income targets
c) Failure to secure future funding to sustain services
d) Failure to see a return on investments

Recruitment and appointment of new trustees

Trustees are appointed for a three-year term at an AGM and are allowed to stand for a second consecutive term (subject to invitation from the Chair). Trustees can stand subsequently for re-appointment but must leave the board for a period of one year. When new Trustees are needed, members of the existing board are reviewed, and any skills gap identified.

New trustees undertake an induction with the CEO, supported by the ELT, and a board induction with the Chair. The board undertake governance training periodically and any individual training needs of trustees who are new to their role are agreed with the Chair, and in line with any recommendations from the ELT in respect of compliance.

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2024 was 9 (2023: 8). The Trustees have no beneficial interest in the charitable company.

Structure, Governance and Management

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03973353 (England and Wales)

Registered Charity Number
1081949

Registered office
Block F, Parkside Office Village,
Nesfield Road, Colchester, Essex, CO4 3ZL

Patron
His Majesty King Charles III

President
The Most Revd and Rt Hon Justin Welby Archbishop of Canterbury

The Trustees
Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Mr Thomas J Mulloy (Chair)
Ms Semhar Beyene (Vice Chair)
Mr Lyndon J Borrow
Ms Hannah B Brennan
Mr Rolf Choutan
Ms Laura J C Eadsforth
Ms Masami Fenesan (resigned 02.11.2023)
Ms Melissa Scacco Mudawi (Honorary Treasurer)
Mrs Katherine O'Grady Bray (appointed 08.08.2023)

Company Secretary
Ms M Scacco Mudawi

Auditors
Haines Watts
Statutory Auditors
Town Wall House
Balkearne Hill
Colchester
Essex
CO3 3AD

Solicitors
Fisher Jones Greenwood
Charter Court, Newcomen Way
Severalls Business Park
Colchester
Essex
CO4 9YA

Bankers
National Westminster Bank FLO
Park Royal Branch
1 Abbey Road
London
NW10 7RA

Financial Advisors
Plan Money LTD
Bentley House
Forge Lane
Great Bentley
Colchester
Essex
CO7 8GD

Financial review including policies

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 1 January 2019).

Financial performance

Securing financial sustainability and resilience is one of RAD's strategic ambitions.

2023/24 saw continued significant planned investment into future services whilst at the same time, incurring deficits in all major areas of RAD's service delivery, resulting in an overall deficit of £600k (2022/23: £1,430k), analysed as follows:

- £387k invested into future service delivery via designated reserves (2022/23: £628K);
- The remaining unrestricted operations made a deficit of £215k (2022/23: £682k), which includes an increase in the value of investments of £145k (2022/23: loss of £149k) and a realised gain on the sale of investments of £170k. RAD benefitted from £152k of donations and legacies in the year (2022/23: £223k);
- Operations funded via restricted funds made a surplus of £2k (2022/23: deficit of £120k).

The funding sources and descriptions of their purpose are detailed in note 20 to the financial statements. The charity is not dependent upon any one principal funder, indeed a number of funders contribute to our overall mission and objectives.

Overall, income from charitable activities (our operations) increased over the previous year by 3% (2022/23: 2%), analysed as follows:

- RADvice - increase of 77% (2022/23: decrease of 39%);
- DeafAdvance - increase of 2% (2022/23: 40%);
- Independent Living Services - decrease of 5% (2022/23: increase of 21%);
- Other projects and funding - decrease of 67% (2022/23: 36%);
- Communication services - increase of 25% (2022/23: 5%);
- Other services - decrease of 76% (2022/23: 67%).

Expenditure decreased by £293K (2022/23: increase of £436k), a reduction of 8% (2022/23: increase of 13%) which was mainly due to the reduced expenditure on investment activities from designated funds (2022/23: included was also the reorganisation and restructure exceptional costs of £165k).

Reserves policy

The reserves policy is determined by the Trustees. The policy for the General Funds is, as far as prudently possible, to maintain a level of working capital of four months' operating expenditure, allowing the charity to meet its contractual obligations and respond to short-term financial challenges. As at 31 March 2024, this equates to £1.1m (based on current estimated expenditure).

Financial Review - continued

Total reserves of the charity at 31 March 2024 were £4,592k (2022/23: £5,191k) (see the balance sheet on page 33), to be used as follows:

	£000
Restricted Funds to be spend in accordance with the wishes of the donor	122
Net Book Value of tangible fixed assets essential to run the organisation	528
Future spending commitments for specific projects by the Board of Trustees	178
Reinvestment in services for deaf people	1,060
Property purchase fund	1,822
Total reserves committed to specific projects	**3,710**
General reserves (four months' operating expenditure (per policy above)	1,100
Remaining free reserves	(218)

The level of our current free reserves is £882k which is therefore slightly below our agreed minimum reserves policy. A new office has been purchased in London which has been funded via the property purchase fund, this has left a balance of around £300k in the fund which will be transferred back into the free reserves – this will mean that we are holding funds in agreement with our minimum reserves policy. We consider our policy level to be reasonable, given the uncertain economic future and the more competitive funding environment we now experience.

Investment policy and performance

The investment policy is determined by the Trustees, with the benefit of external advice, after considering income requirements, risk profile and stock market prospects in the short and long term. It is a requirement that any fund manager has ESG (environmental, social and governance) embedded within the investment philosophy and process to ensure that RAD's investments are held with corporate entities exhibiting high levels of corporate responsibility.

RAD completed a full review of the investment policy and strategy during the year and established the following approach: short term investments are held to provide financial security and may be required to meet unanticipated cash flow needs. These funds need to be readily available with little or no threat to invested capital. This fund is safety first and return second as there can be no risk of losing anything from this fund

Long term investments are held with a view to a longer-term gain with an understanding that the value of these investments is likely to fluctuate over the short to medium term. The aim is to at least protect these funds against the risk of inflation over the long term, understanding the risk that this may not be achieved short term. RAD aims to achieve CPI + 3% (net of fees) over a rolling period of 5 years.

For the long-term investments, the board's intention is to always invest in a fund that is well diversified across asset categories.

Some stocks which were inherited are being held until the price improves before disposal.

REPORT OF THE TRUSTEES
- FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Royal Association For Deaf People for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS

The auditors, Haines Watts, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 30th July 2024 and signed on its behalf by:



T J Mulloy - Trustee

REPORT OF THE INDEPENDENT AUDITORS - TO THE MEMBERS OF THE ROYAL ASSOCIATION FOR DEAF PEOPLE

Opinion

We have audited the financial statements of The Royal Association For Deaf People (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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.

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 Auditors' 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' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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.

REPORT OF THE INDEPENDENT AUDITORS - TO THE MEMBERS OF THE ROYAL ASSOCIATION FOR DEAF PEOPLE

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 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 trustees' 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 take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

REPORT OF THE INDEPENDENT AUDITORS - TO THE MEMBERS OF THE ROYAL ASSOCIATION FOR DEAF PEOPLE

Our responsibilities for the audit of the financial statements

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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory framework applicable to both the charitable company itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors/trustees and management. The most significant were identified as the Companies Act 2006, The Charities Act 2011, UK GAAP including Charity SORP (FRS 102) and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- We considered the risk of fraud through management override and in response, we incorporated testing of manual journal entries into our audit approach throughout the financial year.

- We also considered the risk of fraud through assumptions and judgements used within the accounting estimates and in response, reviewed and scrutinised these estimates in order to detect possible management bias.

- We also considered the risk of fraud associated with the preparation of the financial statements and in response,tested the disclosures prepared against relevant supporting documentation.

Our audit did not identify any significant matters relating to the detection of irregularities including fraud. However,despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and by their very nature, any such instances.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS - TO THE MEMBERS OF THE ROYAL ASSOCIATION FOR DEAF PEOPLE

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. 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 auditors' 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.

Haines Watts

Melinda Simpson (Senior Statutory Auditor)
for and on behalf of Haines Watts
Statutory Auditors
Town Wall House
Balkerne Hill
Colchester
Essex
CO3 3AD

Date: 30.7.2024

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	**2024 Total funds £**	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	4	**148,786**	**3,000**	**151,786**	223,075
Charitable activities	6				
RADvice		-	**331,913**	**331,913**	187,674
DeafAdvance		**95,017**	**69,968**	**164,985**	161,583
Independent Living Services		**1,012,070**	**24,544**	**1,036,614**	1,085,659
Other Projects and Funding		-	**43,908**	**43,908**	131,436
Communication Services		**650,909**	-	**650,909**	520,374
Other Services		**1,465**	-	**1,465**	5,981
Investment income	5	**119,749**	-	**119,749**	127,787
Other income – loss on sale of fixed assets		-	-	-	(15,482)
Total		**2,027,996**	**473,333**	**2,501,329**	2,428,087
EXPENDITURE ON					
Charitable activities	7				
RADvice		**301,861**	**317,327**	**619,188**	402,267
DeafAdvance		**351,118**	**44,253**	**395,371**	567,842
Independent Living Services		**1,421,011**	**58,982**	**1,479,993**	1,430,706
Other Projects and Funding		**56,027**	**50,899**	**106,926**	331,423
Communication Services		**814,743**	-	**814,743**	601,267
Other Services		-	-	-	203,211
Deaf Centres and Community Engagement		-	-	-	6,909
Other – exceptional item	13	-	-	-	165,454
Total		**2,944,760**	**471,461**	**3,416,221**	3,709,079
Net gains/(losses) on investments		**315,389**	-	**315,389**	(149,253)
NET INCOME/(EXPENDITURE)		**(601,375)**	**1,872**	**(599,503)**	(1,430,245)
Transfers between funds	20	**(647)**	**647**	-	-
Net movement in funds		**(602,022)**	**2,519**	**(599,503)**	(1,430,245)
RECONCILIATION OF FUNDS					
Total funds brought forward		**5,071,169**	**119,841**	**5,191,010**	6,621,255
TOTAL FUNDS CARRIED FORWARD		**4,469,147**	**122,360**	**4,591,507**	5,191,010

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities

The notes form part of the financial statements

BALANCE SHEET 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	**2024 Total funds £**	2023 Total funds £
FIXED ASSETS					
Tangible assets	15	**527,918**	-	**527,918**	530,081
Investments	16	**3,607,867**	-	**3,607,867**	3,792,478
		4,135,785	-	**4,135,785**	4,322,559
CURRENT ASSETS					
Debtors	17	**389,313**	-	**389,313**	607,206
Cash at bank		**224,869**	**122,360**	**347,229**	644,997
		614,182	**122,360**	**736,542**	1,252,203
CREDITORS					
Amounts falling due within one year	18	**(280,820)**	-	**(280,820)**	(383,752)
NET CURRENT ASSETS		**333,362**	**122,360**	**455,722**	868,451
TOTAL ASSETS LESS CURRENT LIABILITIES		**4,469,147**	**122,360**	**4,591,507**	5,191,010
NET ASSETS		**4,469,147**	**122,360**	**4,591,507**	5,191,010
FUNDS	20				
Unrestricted funds				**4,469,147**	5,071,169
Restricted funds				**122,360**	119,841
TOTAL FUNDS				**4,591,507**	5,191,010

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 30th July 2024 and were signed on its behalf by:



T J Mulloy - Trustee

The notes form part of the financial statements

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	**(908,664)**	(1,436,912)
Net cash used in operating activities		**(908,664)**	(1,436,912)
Cash flows from investing activities			
Purchase of tangible fixed assets		**(2,798)**	-
Sale of fixed asset investments		**500,000**	-
Interest received		**7,433**	9,154
Dividends received		**106,261**	108,070
Net cash provided by investing activities		**610,896**	117,224
Change in cash and cash equivalents in the reporting period		**(297,768)**	(1,319,688)
Cash and cash equivalents at the beginning of the reporting period		**644,997**	1,964,685
Cash and cash equivalents at the end of the reporting period		**347,229**	644,997

The notes form part of the financial statements

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net expenditure for the reporting period (as per the Statement of Financial Activities)	**(599,503)**	(1,430,245)
Adjustments for:		
Depreciation charges	**4,961**	4,031
(Gain)/losses on investments	**(315,389)**	149,253
Loss on disposal of fixed assets	**-**	15,482
Interest received	**(7,433)**	(9,154)
Dividends received	**(106,261)**	(108,070)
Decrease/(increase) in debtors	**217,893**	(190,029)
(Decrease)/increase in creditors	**(102,932)**	131,820
Net cash used in operations	**(908,664)**	(1,436,912)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank	**644,997**	**(297,768)**	**347,229**
Total	**644,997**	**(297,768)**	**347,229**

The notes form part of the financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. CHARITY INFORMATION

The Royal Association for Deaf people is a private company limited by guarantee incorporated in England and Wales. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up.

The registered office and principal place of business is Block F. Parkside Office Village, Knowledge Gateway, Nesfield Road, Colchester C04 3ZL.

The charity owns 100% of the share capital of tRADe Limited (company number 2693994), this company has not traded since the year ended 31 March 2018 and has reserves of £(864). Consolidated accounts have not been prepared on the basis that the subsidiary company is not material for the purposes of giving a true and fair view.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

For the purposes of presentation, the financial statements are rounded to the nearest Pound Sterling (£).

Going Concern

At the time of approving the accounts, 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 accounts.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Volunteer time is not Included in the financial statements.

Income from government and other grants is recognised when the Charity has entitlement to the fund, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Legacy income is recognised when entitlement to the income is probable. Receipt of legacy income, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

2. ACCOUNTING POLICIES - continued

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes attributable VAT which cannot be recovered.

Redundancy costs are charged to the Income statement in the year in which an irrevocable commitment is made to incur the costs.

Holiday entitlement earned but not taken at 31 March is accrued based on rates of pay effective at that date.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function is apportioned based on the direct cost of the activity.

Other expenditure represents those items not falling into any other heading.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold Property	2% Straight Line Basis (Excluding Land)
Leasehold Property	Evenly over the shorter of the outstanding portion of the lease or 50 years
Furniture, Fittings and Equipment	20% Straight Line Basis
Computer and Office Equipment	33% Straight Line Basis

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.

Impairment

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Fixed Asset Investments

Listed and current asset investments are stated at market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

2. ACCOUNTING POLICIES - continued

Cash at Bank
Cash at bank and cash in hand includes 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.

Basic Financial Instruments
Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. Financial assets comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes, deferred income and provisions.

Taxation
The charity is exempt from corporation tax on its charitable activities.

The charity is an exempt organisation for VAT purposes and consequently input tax on its purchases are not fully recoverable.

Fund accounting
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 management and administration costs.

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

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

The costs of generating funds relate to the costs incurred in raising funds for the charitable work.

Operating Leases
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.

Pension costs and other post-retirement benefits
The Charity has a group personal pension plan that is available to all employees. Defined contributions are paid into the scheme on a monthly basis. All pension costs are charged to the statement of financial activities as incurred.

In accordance with FRS 102 the Charity accounts for pension costs on the basis of contributions to the Scheme in the year.

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

4. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	**20,618**	11,915
Legacies	**131,168**	211,160
	151,786	223,075

5. INVESTMENT INCOME

	2024	2023
	£	£
Rents received	**6,055**	10,563
Dividends receivable	**106,261**	108,070
Deposit account interest	**7,433**	9,154
	119,749	127,787

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

6. INCOME FROM CHARITABLE ACTIVITIES

	Grants	Fee income	Total 2024	Total 2023
	£	£	£	£
RADvice	**329,693**	**2,220**	**331,913**	187,674
DeafAdvance	**32,384**	**132,601**	**164,985**	161,583
Independent Living Services	**24,544**	**1,012,070**	**1,036,614**	1,085,659
Other Projects and Funding	**41,006**	**2,902**	**43,908**	131,436
Communication Services	-	**650,909**	**650,909**	520,374
Other Services	-	**1,465**	**1,465**	5,981
	427,627	**1,802,167**	**2,229,794**	2,092,707

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Government grants	**211,673**	230,612
Other grants	**215,954**	185,553
	427,627	416,165

A breakdown of the government grants and purposes for their use is detailed in note 20 to the financial statements.

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
RADvice	**461,095**	**158,093**	**619,188**
DeafAdvance	**294,424**	**100,947**	**395,371**
Independent Living Services	**1,102,117**	**377,876**	**1,479,993**
Other Projects and Funding	**79,625**	**27,301**	**106,926**
Communication Services	**606,721**	**208,022**	**814,743**
	2,543,982	**872,239**	**3,416,221**

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Staff costs	**2,279,824**	2,556,958
Rent and rates	**12,113**	22,498
Light and heat	**9**	154
Insurance	**-**	245
Repairs and maintenance	**4,338**	5,576
Telephone	**35,315**	34,458
Printing, postage and stationery	**3,554**	3,792
Travel and subsistence	**133,000**	138,032
Legal and professional fees	**2,996**	1,156
Fundraising and publicity cost	**229**	1,557
IT costs	**31,980**	23,306
General expenses	**-**	2,395
Bad debts	**938**	(2,367)
Charitable project costs	**3,931**	6,317
Events expenditure	**6,325**	9,537
Bank Charges	**14**	24
Depreciation	**-**	4,031
Payments to partner organisations	**29,416**	45,255
	2,543,982	2,852,924

9. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
RADvice	**154,368**	**301**	**3,424**	**158,093**
DeafAdvance	**98,567**	**192**	**2,188**	**100,947**
Independent Living Services	**368,970**	**718**	**8,188**	**377,876**
Other Projects and Funding	**26,657**	**52**	**592**	**27,301**
Communication Services	**203,119**	**395**	**4,508**	**208,022**
	851,681	**1,658**	**18,900**	**872,239**

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

9. SUPPORT COSTS - continued

	RADvice £	DeafAdvance £	Independent Living Services £
Staff costs	99,611	63,605	238,092
Caretaking and cleaning	853	545	2,039
Rent and rates	5,614	3,585	13,419
Light and heat	1,186	758	2,836
Insurance	4,802	3,066	11,478
Repairs and maintenance	2,149	1,372	5,137
Telephone	1,695	1,082	4,051
Printing, postage and stationery	812	518	1,941
Travel and subsistence	3,698	2,361	8,840
Legal and professional fees	1,794	1,146	4,289
Fundraising and publicity cost	2,255	1,440	5,390
IT costs	27,069	17,284	64,701
General expenses	892	570	2,130
Bad debts	-	-	-
Charitable project costs	1,037	662	2,478
Bank charges	301	192	718
Audit and accountancy fees	3,426	2,187	8,188
Depreciation	899	574	2,149
	158,093	100,947	377,876

	Other Projects & Funding £	Communication Services £	Total 2024 £	Total 2023 £
Staff costs	17,202	131,070	549,580	279,109
Caretaking and cleaning	147	1,122	4,706	4,214
Rent and rates	969	7,387	30,974	19,986
Light and heat	205	1,561	6,546	3,208
Insurance	829	6,319	26,494	25,169
Repairs and maintenance	371	2,828	11,857	8,729
Telephone	293	2,230	9,351	11,193
Printing, postage and stationery	140	1,069	4,480	8,713
Travel and subsistence	639	4,866	20,404	5,708
Legal and professional fees	310	2,361	9,900	50,864
Fundraising and publicity cost	389	2,968	12,442	16,353
IT costs	4,675	35,618	149,347	203,736
General expenses	154	1,173	4,919	24,715
Bad debts	-	-	-	7,414
Charitable project costs	179	1,364	5,720	7,942
Bank charges	52	395	1,658	3,748
Audit and accountancy fees	592	4,507	18,900	9,900
Depreciation	155	1,184	4,961	-
	27,301	208,022	872,239	690,701

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	**4,961**	4,031
Loss on disposal of fixed assets	**-**	15,482
Auditors remuneration	**12,000**	9,900
Accountancy fees	**6,900**	-

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

Trustees reimbursed travelling expenses of £47 were paid to one trustee during the year ended 31 March 2024. No trustees were reimbursed expenses during the year ended 31 March 2023.

12. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	**1,954,761**	2,047,492
Social security costs	**157,310**	170,515
Other pension costs	**111,996**	120,154
	2,224,067	2,338,161
Freelance, temp and agency staff, training and recruitment costs	**605,337**	497,916
	2,829,404	2,836,067

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£60,001 - £70,000	**1**	3

12. STAFF COSTS - continued

The key management personnel of the Company during the year were the joint leadership team of three joint Chief Executive Officers, the interim Chief Executive Officer and interim Director of Finance and People along with the Chief Operating Officer (previously Director of Operations), the Chief Finance Officer, the Chief Executive Officer and the Director of Independent Living – Support Services and Programmes.

Employee benefits of key management personal totalled £308,655 (2023 - £282,978)

During the year to 31 March 2024 there were 110 individuals on average (2023: 113) employed on a full and part-time basis.

The average monthly number of employees (full time equivalants) during the year was as follows:

	2024	2023
Community engagement	**1**	1
RADvice	**13**	14
DeafAdvance	**6**	7
Other services	**1**	5
Independent Living services	**42**	42
Communication services	**4**	2
Governance	**1**	1
Fundraising and publicity	**3**	3
	71	75

13. EXCEPTIONAL ITEMS

During the year ended 31 March 2023 a review of the organisational structure of the charity took place which included legal costs of £52,983 and employment costs of £112,471.

These costs, which totalled £165,464, were expended from the Infrastructure and Special Equipment Fund.

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	206,130	16,945	223,075
Charitable activities			
RADvice	2,819	184,855	187,674
DeafAdvance	45,335	116,248	161,583
Independent Living Services	1,066,024	19,635	1,085,659
Other Projects and Funding	13,983	117,453	131,436
Communication Services	511,559	8,815	520,374
Other Services	-	5,981	5,981
Investment income	127,787	-	127,787
Other income – loss on sale of fixed assets	(15,482)	-	(15,482)
Total	1,958,155	469,932	2,428,087
EXPENDITURE ON			
Charitable activities			
RADvice	216,639	185,628	402,267
DeafAdvance	376,711	191,131	567,842
Independent Living Services	1,363,425	67,281	1,430,706
Other Projects and Funding	201,575	129,848	331,423
Communication Services	592,452	8,815	601,267
Other Services	197,231	5,980	203,211
Deaf Centres and Community Engagement	5,367	1,542	6,909
Other – exceptional item	165,454	-	165,454
Total	3,118,854	590,225	3,709,079
Net gains/(losses) on investments	(149,253)	-	(149,253)
NET INCOME/(EXPENDITURE)	(1,309,952)	(120,293)	(1,430,245)
RECONCILIATION OF FUNDS			
Total funds brought forward	6,381,121	240,134	6,621,255
TOTAL FUNDS CARRIED FORWARD	5,071,169	119,841	5,191,010

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

15. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2023	**612,712**	**149,224**	**761,936**
Additions	**-**	**2,798**	**2,798**
At 31 March 2024	**612,712**	**152,022**	**764,734**
DEPRECIATION			
At 1 April 2023	**82,631**	**149,224**	**231,855**
Charge for year	**4,029**	**932**	**4,961**
At 31 March 2024	**86,660**	**150,156**	**236,816**
NET BOOK VALUE			
At 31 March 2024	**526,052**	**1,866**	**527,918**
At 31 March 2023	530,081	-	530,081

Freehold properties includes land of £400,023 (2023: £400,023). These are shown at trustees' valuation made in 1952 together with the cost of subsequent additions.

All property and equipment are held for charitable purposes and therefore no valuations have been carried out.

16. FIXED ASSET INVESTMENTS

	Shares in subsidiary undertakings £	Listed investments £	Totals £
MARKET VALUE			
At 1 April 2023	**2**	**3,792,476**	**3,792,478**
Disposals	**-**	**(500,000)**	**(500,000)**
Revaluations	**-**	**315,389**	**315,389**
At 31 March 2024	**2**	**3,607,865**	**3,607,867**
NET BOOK VALUE			
At 31 March 2024	**2**	**3,607,865**	**3,607,867**
At 31 March 2023	2	3,792,476	3,792,478

There were no investment assets outside the UK.

16. FIXED ASSET INVESTMENTS - continued

At 31 March 2024 the charity owned 100% of the share capital of tRADe Limited (company number 2693994) which was established to undertake the commercial activities of the Association. At 31st March 2024, the aggregate of the share capital and reserves of tRADe Limited was £(864) (2023: £(864)). The company has not traded since the year ended 31 March 2018.

Cost or valuation at 31 March 2024 is represented by:

	Shares in subsidiary undertakings	Listed investments	Totals
	£	£	£
Accumulated revaluation gains	-	**1,424,981**	**1,424,981**
Cost	**2**	**2,182,884**	**2,182,886**
	2	**3,607,865**	**3,607,867**

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	**248,612**	324,546
Amounts due from subsidiary undertakings	**864**	864
Other debtors	**4,377**	2,300
Prepayments and accrued income	**135,460**	279,496
	389,313	607,206

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	**72,884**	83,939
Social security and other taxes	**29,823**	35,813
Other creditors	**43,842**	159,740
Accruals and deferred income	**134,271**	104,260
	280,820	383,752

Accruals and deferred income includes deferred income of £38,328 (2023: £9,275) which comprises income received or invoiced in advance of work carried out.

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	**16,607**	14,783
Between one and five years	**20,758**	4,152
	37,365	18,935

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
Designated funds:				
Property and Equipment Fund	**530,082**	**(4,962)**	**2,798**	**527,918**
Property Refurbishment Fund	**3,798**	**-**	**-**	**3,798**
Investment in New Services for Deaf People	**1,447,351**	**(386,860)**	**-**	**1,060,491**
Property Purchase Fund	**1,821,516**	**-**	**-**	**1,821,516**
Infrastructure and Special Expenditure Fund	**248,494**	**(69,954)**	**-**	**178,540**
	4,051,241	**(461,776)**	**2,778**	**3,592,263**
General fund	**1,019,928**	**(139,599)**	**(3,445)**	**876,884**
	5,071,169	**(601,375)**	**(647)**	**4,469,147**
Restricted funds				
The Drapers Company	**610**	**(610)**	**-**	**-**
Brent Mental Health Matters	**6,991**	**(6,991)**	**-**	**-**
UK Power Networks and Other Energy Providers:				
SSEN	**3,019**	**(3,019)**	**-**	**-**
Wessex Water	**3,607**	**(3,607)**	**-**	**-**
Cadent Gas	**3,500**	**(112)**	**-**	**3,388**
Bristol Water	**1,675**	**(1,675)**	**-**	**-**
Electricity North West	**-**	**22,999**	**-**	**22,999**
Realising Ambition Fund	**1,433**	**-**	**-**	**1,433**
Restricted Legacies:				
Leicestershire Legacy	**38,144**	**(38,144)**	**-**	**-**
Mike Webster Legacy	**16,802**	**-**	**-**	**16,802**
Other	**142**	**-**	**(142)**	**-**
Trust Funding:				
Peter Cruddas Foundation	**6,262**	**(239)**	**-**	**6,023**
AR Jolly Trust - Scotland	**5,857**	**3,000**	**-**	**8,857**
DofE - Co-op	**1,029**	**-**	**-**	**1,029**
Scouloudi	**5,000**	**-**	**-**	**5,000**
Other	**142**	**-**	**(142)**	**-**
John Came Charity	**780**	**-**	**-**	**780**
Catalyst Respite	**289**	**-**	**-**	**289**
Holiday Fund	**326**	**-**	**-**	**326**
Catalyst Equipment Pool Fund	**333**	**-**	**-**	**333**
Legal Advice Interpreting	**3,140**	**-**	**-**	**3,140**
Mid Surrey Valuing People Projects	**1,191**	**-**	**-**	**1,191**
London Client Holiday	**5,300**	**-**	**-**	**5,300**
Surrey Client Holiday	**783**	**-**	**-**	**783**
Southend IT Training Project	**1,000**	**-**	**-**	**1,000**
Balance carried forward	**107,213**	**(28,398)**	**(142)**	**78,673**

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Restricted funds - continued				
Balance brought forward	**107,213**	**(28,398)**	**(142)**	**78,673**
Clapham Modification Fees	**8,935**	**-**	**-**	**8,935**
2Deaffoot	**3,551**	**-**	**-**	**3,551**
Havas Play/EE	**-**	**13,338**	**-**	**13,338**
Rethink - Springfield Advocacy	**-**	**4,909**	**-**	**4,909**
Rethink Advocacy Training	**-**	**(594)**	**931**	**337**
Care Quality Commission	**-**	**9,967**	**-**	**9,967**
SignLive	**-**	**2,650**	**-**	**2,650**
	119,841	**1,872**	**647**	**122,360**
TOTAL FUNDS	**5,191,010**	**(599,503)**	**-**	**4,591,507**

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Designated funds:				
Property and Equipment Fund	-	(4,962)	-	(4,962)
Investment in New Services for Deaf People	-	(386,860)	-	(386,860)
Infrastructure and Special Expenditure Fund	-	(69,954)	-	(69,954)
	-	(461,776)	-	(461,776)
General fund	2,027,996	(2,482,984)	315,389	(139,599)
	2,027,996	(2,944,760)	315,389	(601,375)
Restricted funds				
London Borough of Lambeth	9,223	(9,223)	-	-
Southend Borough Council	15,000	(15,000)	-	-
Croydon CAB	22,000	(22,000)	-	-
Royal Borough of Kensington and Chelsea	7,005	(7,005)	-	-
Essex County Council – Sensory Grants	42,850	(42,850)	-	-
Oaklodge School	16,943	(16,943)	-	-
Deaf Rainbow UK	8,731	(8,731)	-	-
Frank Barnes and Heathlands School	2,902	(2,902)	-	-
Hearability Sensory Grant	32,275	(32,275)	-	-
Home Office EU Settlement Scheme	3,500	(3,500)	-	-
The Drapers Company	-	(610)	-	(610)
Brent Mental Health Matters	-	(6,991)	-	(6,991)
Big Lottery/European Social Fund	3,768	(3,768)	-	-
Jersey Government	24,580	(24,580)	-	-
DWP East Anglia	8,640	(8,640)	-	-
UK Power Networks and Other Energy Providers:				
SSEN	-	(3,019)	-	(3,019)
Wessex Water	-	(3,169)	-	(3,169)
Cadent Gas	121,000	(121,112)	-	(112)
Bristol Water	-	(1,675)	-	(1,675)
Electricity North West	37,000	(14,001)	-	22,999
National Grid	2,262	(2,700)	-	(438)
Restricted Legacies:				
Leicestershire Legacy	-	(38,144)	-	(38,144)
Balance carried forward	357,679	(388,838)	-	(31,159)

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Restricted funds - continued				
Balance brought forward	**357,679**	**(388,838)**	**-**	**(31,159)**
Trust Funding:				
Peter Cruddas Foundation	**-**	**(239)**	**-**	**(239)**
AR Jolly Trust - Scotland	**3,000**	**-**	**-**	**3,000**
Havas Play/EE	**16,000**	**(2,662)**	**-**	**13,338**
Rethink - Springfield Advocacy	**24,545**	**(19,636)**	**-**	**4,909**
Rethink Advocacy Training	**-**	**(594)**	**-**	**(594)**
Care Quality Commission	**9,967**	**-**	**-**	**9,967**
SignLive	**2,650**	**-**	**-**	**2,650**
DWP West London	**12,000**	**(12,000)**	**-**	**-**
Southend Healthwatch	**189**	**(189)**	**-**	**-**
Hounslow IAG	**11,006**	**(11,006)**	**-**	**-**
Jewish Deaf Association - IAG	**2,030**	**(2,030)**	**-**	**-**
GLA Voter ID Awareness	**34,267**	**(34,267)**	**-**	**-**
	473,333	**(471,461)**	**-**	**1,872**
TOTAL FUNDS	**2,501,329**	**(3,416,221)**	**315,389**	**(599,503)**

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
Designated funds:				
Property and Equipment Fund	549,595	(19,513)	-	530,082
Property Refurbishment Fund	3,851	-	(53)	3,798
RAD IT Infrastructure	52,495	(67,495)	15,000	-
Investment in New Services for Deaf People	2,075,325	(627,974)	-	1,447,351
Property Purchase Fund	1,821,516	-	-	1,821,516
Colchester and North Essex Fund	1,285	(1,338)	53	-
Infrastructure and Special Expenditure Fund	393,683	(295,189)	150,000	248,494
	4,897,750	(1,011,509)	165,000	4,051,241
General fund	1,483,371	(298,443)	(165,000)	1,019,928
	6,381,121	(1,309,952)	-	5,071,169
Restricted funds				
Essex County Council – Sensory Grants	9,331	(9,331)	-	-
Frank Barnes and Heathlands School	725	(725)	-	-
Hearability Sensory Grant	12,414	(12,414)	-	-
Right to Thrive	3,302	(3,302)	-	-
Big Potential	25,507	(25,507)	-	-
The Drapers Company	2,151	(1,541)	-	610
Brent Mental Health Matters	4,136	2,855	-	6,991
Postcode Lottery	2,276	(2,276)	-	-
Covid 19 Emergency Funding	8,948	(8,948)	-	-
Barnet and Southgate College	13,227	(13,227)	-	-
Jersey Government	3,242	(3,242)	-	-
UK Power Networks and Other Energy Providers:				
SSEN	-	3,019	-	3,019
Wessex Water	-	3,607	-	3,607
Cadent Gas	-	3,500	-	3,500
Bristol Water	-	1,675	-	1,675
Realising Ambition Fund	11,856	(10,423)	-	1,433
CRF Norfolk and Wyre Forest	9,004	(9,004)	-	-
Restricted Legacies:				
Leicestershire Legacy	85,789	(47,645)	-	38,144
Mike Webster Legacy	-	16,802	-	16,802
	-	142	-	142
Balance carried forward	191,908	(115,985)	-	75,923

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Restricted funds - continued				
Balance brought forward	191,908	(115,985)	-	75,923
Trust Funding:				
Peter Cruddas Foundation	8,231	(1,969)	-	6,262
AR Jolly Trust - Scotland	6,000	(143)	-	5,857
DofE - Co-op	3,367	(2,338)	-	1,029
Scouloudi	5,000	-	-	5,000
Other	-	142	-	142
John Came Charity	780	-	-	780
Catalyst Respite	289	-	-	289
Holiday Fund	326	-	-	326
Catalyst Equipment Pool Fund	332	-	-	332
Legal Advice Interpreting	3,140	-	-	3,140
Mid Surrey Valuing People Projects	1,192	-	-	1,192
London Client Holiday	5,300	-	-	5,300
Surrey Client Holiday	783	-	-	783
Southend IT Training Project	1,000	-	-	1,000
Clapham Modification Fees	8,935	-	-	8,935
2Deaffoot	3,551	-	-	3,551
	240,134	(120,293)	-	119,841
TOTAL FUNDS	6,621,255	(1,430,245)	-	5,191,010

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Designated funds:				
Property and Equipment Fund	(15,484)	(4,029)	-	(19,513)
RAD IT Infrastructure	-	(67,495)	-	(67,495)
Investment in New Services for Deaf People	-	(627,974)	-	(627,974)
Colchester and North Essex Fund	-	(1,338)	-	(1,338)
Infrastructure and Special Expenditure Fund	-	(295,189)	-	(295,189)
	(15,484)	(996,025)	-	(1,011,509)
General fund	1,973,639	(2,122,829)	(149,253)	(298,443)
	1,958,155	(3,118,854)	(149,253)	(1,309,952)
Restricted funds				
London Borough of Lambeth	9,222	(9,222)	-	-
London Borough of Camden	12,601	(12,601)	-	-
Southend Borough Council	15,000	(15,000)	-	-
Croydon CAB	21,500	(21,500)	-	-
Royal Borough of Kensington and Chelsea	7,204	(7,204)	-	-
Essex County Council/Action for Children				
Short Breaks	9,015	(9,015)	-	-
Essex County Council – Sensory Grants	27,994	(37,325)	-	(9,331)
Oaklodge School	19,139	(19,139)	-	-
Deaf Rainbow UK	11,269	(11,269)	-	-
Frank Barnes and Heathlands School	3,188	(3,913)	-	(725)
HMRC	22,664	(22,664)	-	-
Hearability Sensory Grant	37,240	(49,654)	-	(12,414)
Right to Thrive	486	(3,788)	-	(3,302)
Home Office EU Settlement Scheme	13,952	(13,952)	-	-
Big Potential	-	(25,507)	-	(25,507)
The Drapers Company	-	(1,541)	-	(1,541)
Brent Mental Health Matters	9,996	(7,141)	-	2,855
Big Lottery/European Social Fund	96,138	(96,138)	-	-
Postcode Lottery	-	(2,276)	-	(2,276)
Covid 19 Emergency Funding	-	(8,948)	-	(8,948)
North London ESF - Groundworks	6,112	(6,112)	-	-
Barnet and Southgate College	-	(13,227)	-	(13,227)
Jersey Government	32,123	(35,365)	-	(3,242)
DWP Employment Work and Assessments	2,916	(2,916)	-	-
Balance carried forward	357,759	(435,417)	-	(77,658)

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Restricted funds - continued				
Balance brought forward	357,759	(435,417)	-	(77,658)
UK Power Networks and Other Energy Providers:				
SSEN	4,859	(1,840)	-	3,019
Wessex Water	6,954	(3,347)	-	3,607
Cadent Gas	3,500	-	-	3,500
Bristol Water	2,346	(671)	-	1,675
Electricity North West	7,305	(7,305)	-	-
Yorkshire Water	5,123	(5,123)	-	-
Northern Powergrid	7,305	(7,305)	-	-
Wandsworth and Richmond Independent Advocacy Services	19,635	(19,635)	-	-
Realising Ambition Fund	5,500	(15,923)	-	(10,423)
CRF Norfolk and Wyre Forest	5,582	(14,586)	-	(9,004)
Restricted Legacies:				
Leicestershire Legacy	-	(47,645)	-	(47,645)
Mike Webster Legacy	16,802	-	-	16,802
Other	142	-	-	142
Trust Funding:				
Peter Cruddas Foundation	-	(1,969)	-	(1,969)
AR Jolly Trust - Scotland	-	(143)	-	(143)
DofE - Co-op	26,977	(29,315)	-	(2,338)
Other	142	-	-	142
	469,932	(590,225)	-	(120,293)
TOTAL FUNDS	2,428,087	(3,709,079)	(149,253)	(1,430,245)

Restricted funds

The London Borough of Lambeth, Southend Borough Council, Croydon CAB, Royal Borough of Kensington and Chelsea, Jewish Deaf Association and Essex County Council provide for an information and advice service to Deaf people in the respective areas.

Oaklodge School provide funding for the provision of careers advice, wellbeing and mentoring support, family liason and family days for it's students.

Deaf Rainbow UK provides funding to improve the health and wellbeing of Deaf LGBT+ people from young to old by providing them with accessible information in British Sign Language.

Frank Barnes and Heathlands School provide funding for careers and wellbeing support to their students.

Hearability Sensory Grant provides funding for sensory support. RAD provide management support for this contract with their partner organisation.

20. MOVEMENT IN FUNDS - continued

Home Office EU Settlement Scheme is a grant to support Deaf EU citizens in the UK to apply for settled status and raise awareness of the need to do so due to Brexit.

Funding was received from the Drapers Company towards a project for IT training for Deaf elderly people.

Brent Health Matters provided funding to support the mental health and wellbeing of deaf people in that area.

Big Lottery/European Social Fund provides funding for the Building Better Opportunities project where RAD worked in partnership with Ixion. The project supports those furthest from the workplace to gain skills and employment.

The Jersey government funded RAD to support them with a review of their deaf services provision, to engage the community and to provide advice and wellbeing support to deaf people.

Employment guidance and support work was funded by DWP East Anglia and DWP West London.

Cadent Gas, SSEN, Wessex Water, National Grid, Bristol Water, Electricity North West and Anglian Water provide funding for information and advice services in their respective areas in relation to utilities provided to Deaf and hard of hearing people.

Realising Ambition Fund supported RAD's Talkmore investment funded service, through the Essex Community Foundation funding, to provide support groups for deaf people suffering with mental health issues in Colchester and Clacton.

Restricted legacies include those received in previous years to provide services in the Leicestershire area and one to support the Talkmore service.

Funding was received from the Peter Cruddas Foundation to support the activities for children and families.

Funding was received from the AR Jolly trust to provide services to deaf people in the west of Scotland.

DofE Co-op and Scouloudi Foundation provide funding to support the development and independence of your deaf people who use British Sign Language.

John Came Charity represents donations to selected Deaf people.

The Catalyst Respite fund is for the provision of respite for carers in North East Essex.

The holiday fund is to be used in the following way:
(a) one part for the maintenance of the fabric of St Francis Church & Institute at Redhill
(b) one part distributed in gifts of £10 to deserving old age Deaf pensioners of Redhill
(c) the remaining third for providing holidays to Deafblind of Redhill district

The Catalyst Equipment Pool represents funds to maintain a pool of equipment available to anyone in North East Essex to borrow free of charge.

20. MOVEMENT IN FUNDS - continued

Legal Advice Interpreting provides funds to cover interpreting for advice clients receiving legal advice.

Mid Surrey Valuing People Projects is funding for several projects run for Surrey County Council.

London Client Holiday is a fund to provide communication support to Learning Disability clients in the London area for holidays and outings.

Surrey Client Holiday is a fund to provide communication support to Learning Disability clients in the Surrey area for holidays and outings.

The Southend IT training project is a grant received from The Rosca Trust towards an IT training project for elderly Deaf people.

Clapham Modification fees relate to donations given for the provision of premises for the Deaf clubs meeting at St Bede's.

2Deaf Foot was a fundraising walk from John O'Groats to Lands' End by two deaf men to raise funds to support deaf individuals requiring mental health support. These funds contributed to the development of TalkMore in previous years.

Havas Play provided funding to support the EE British Sign Language campaign "Support. It's in Your Hands" to deliver content consultancy, PR and marketing support and BSL and deaf awareness training.

Advocacy services were provided at Springfield hospital working with Rethink Mental Illness Limited to deliver Wandsworth and Richmond independent advocacy service.

The Care Quality Commission provided funding for RAD to provide advice on improvements via an accessibility audit, to distribute campaign content, make suggestions for campaign content and provide media quotes.

Signlive provided funding for a staff member to undertake suicide prevention training.

The London Borough of Hounslow provided funding for a counselling service to support deaf residents with cost of living, debt management, employment and other issues resulting from cost-of-living crisis/Covid 19.

The GLA provided Voter ID Awareness funding to raise awareness of the democratic process and the importance of voting, to share information about how the process works including registering to vote, how to obtain a Voter Authority Card, how to use a polling station and to support deaf people through registration and application processes, particularly those who lack skills or confidence in their English, digital skills or form-filling.

Designated funds

The property and equipment fund represents the net book value of tangible fixed assets, less those financed by restricted funds. A transfer is made to or from the General Fund equal to the tangible fixed asset additions or disposals arising in the year.

NOTES TO THE FINANCIAL STATEMENTS continued FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

The property refurbishment fund includes funds set aside towards the estimated cost of property maintenance and refurbishment required over the next few years.
RAD IT Infrastructure represents funds set aside to upgrade the RAD's infrastructure.

Investment in new services for Deaf people is a fund set aside to invest in new services under four key themes.

Property purchase fund sets aside funds for the purchase of a centrally located office space in London.

Colchester and North Essex fund and Deaf dub relocation funds represent funds available to support Deaf clubs.

Infrastructure and special expenditure are funds designated from the 2020/21 surplus on unrestricted funds to support planned expenditure during 2021/22 on a major upgrade to RAD's IT infrastructure and other one-off special expenditure projects.

General fund
The fund represents the accumulated surpluses of the charity and is available for general purposes.

21. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

22. CAPITAL COMMITMENTS

At the Balance Sheet date the charity had contracted to invests £100,000 to purchase a minority stake in the issued share capital of a limited company specialising in translation and interpretation activities.

23. NON-ADJUSTING POST BALANCE SHEET EVENT

On 30 July 2024 the charity purchased a leasehold property at a cost of £1,519,652 which has been entirely funded from the charity's unrestricted Property Purchase Fund.

We are Royal Association for Deaf People. (RAD).

RAD is a national charity standing with deaf people, their networks and families.

We started in 1841, and have become a movement for change through the provision of services and working with collaborators.

We believe every deaf person has the right to be themselves and realise their rights to an accessible world.

We champion rights, create opportunities and support campaigns for change.

Royal Association for Deaf people



RAD | Contact information

Telephone: 0300 688 2525

Email: info@royaldeaf.org.uk

Website: www.royaldeaf.org.uk

Crystal Wharf, 36 Graham Street, London, N1 8GH

Patron: His Majesty King Charles III | Founded 1841 |
Registered Charity No. 1081949 | Company registered in England No.



THE ROYAL ASSOCIATION FOR DEAF PEOPLE

England & Wales - Charity number 1081949

Accounts

Royal Association for Deaf people

(and subsidiary undertakings)

A future of opportunity, achievement and equality for deaf people

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022/23

Patron: The late Queen | Founded 1841 | Registered Charity No. 1081949 Company registered in England No. 3973353

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Foreword

A message from our Chair

RAD has got through another year – it was a challenging year overall, especially in the current climate. However, with its dedicated staff, RAD has managed to deliver much needed services to the wider Deaf Community.

Given the cost of living crisis, along with the external cuts to mainstream services, demand for our services has increased over the year. As is always the case with RAD, it has positioned itself to help meet the demand and invest, via reserves, into various projects. One example is our partnership with the utility companies – this great initiative will benefit the Deaf Community with much needed access to useful and helpful information.

This year, RAD has made an overall deficit of £1,430k – compared to a £56k deficit in the year before. RAD had a great year in FY21/22 when it made a significant return from investments, along with significant legacies. These were not repeated in FY22/23. Despite this backdrop, RAD has positioned itself well as we navigate through the final year of RAD's Three-Year Strategy.

On the reserves front, RAD has designated £4.1m out of £5.2m total funds on future commitments which will help meet RAD's charitable objectives.

RAD remains committed to serving the Deaf Community and adapting to the ever-changing landscape of the charity sector. RAD will be pivoting, in certain areas, to new services to help generate additional streams of income, also to help serve and meet the needs of the Deaf Community.

And, on behalf of the Board, I would like to say a thank you to our former Joint-CEOs for their contribution to RAD over the years. Following their resignations, the Board will be recruiting a new permanent CEO in the coming months and work is now underway to draft a new Three-Year Strategy, ready for 1st April 2024.

Lastly, our sincere and heartfelt thanks to all staff and volunteers at RAD for their unwavering commitment to date and especially as we embark on the next chapter of this journey.

With very best wishes



Thomas Mulloy
Chair of the Board of Trustees
Royal Association for Deaf people

Strategic report

The Trustees present their report and the audited financial statements for the year ended 31 March 2023. This report meets the requirements for a directors' report for Companies Act purposes.

Aims and objectives

The organisation's objects are to promote the social, spiritual, and general welfare of profoundly deaf people.

Strategic Plan

Our strategic ambitions for 2021-24:

Finances
Manage our resources to maximise opportunity | ensuring financial resilience and sustainability

Our people
Secure our future | develop our colleagues to thrive and achieve

Collaboration and growth
Collaborate | innovating services that meet the changing needs of deaf people, improving access and reach

Policy
Increase social awareness | influencing change on a national level

Equality and representation
Ensure equal representation | making sure RAD is diverse, fair, and inclusive and means something to every deaf person

Our Vision
A future of opportunity, achievement, and equality for deaf people

Our Mission
Working in collaboration to innovate and deliver the services that deaf people want and need | Celebrating deaf culture and community

Our Values

Community
As part of the Deaf Community we respect deaf language, identity, heritage, and diversity, delivering services that our community wants and needs.

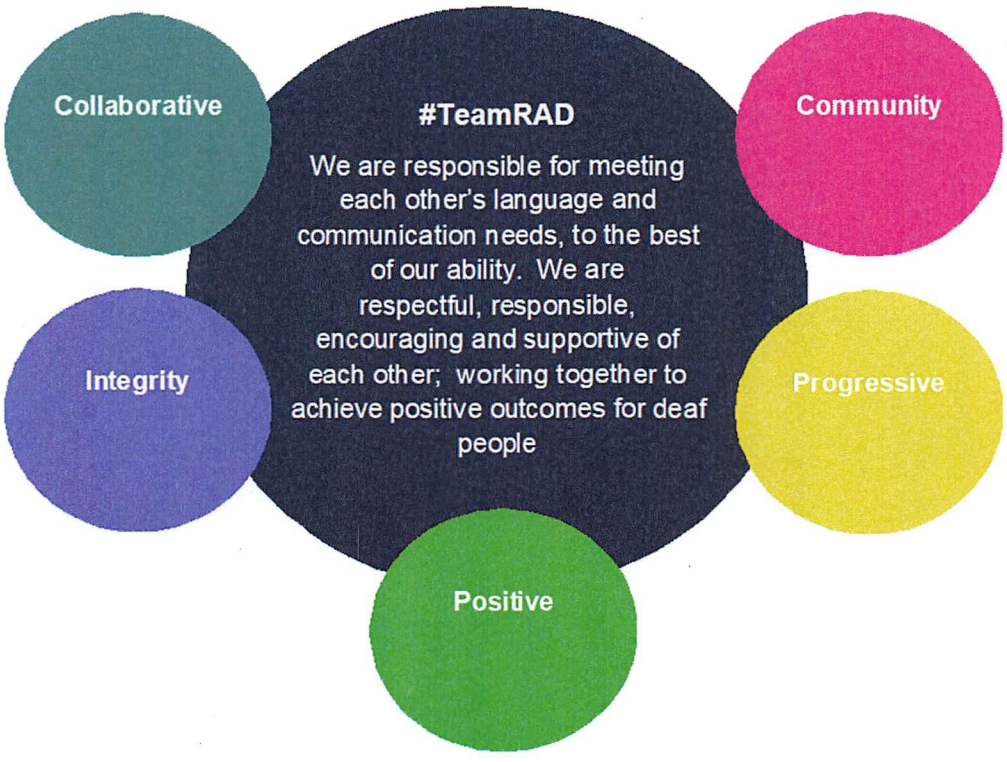
Progressive
We are committed to continuous improvement. We are proactive in our approach; receptive to change, responsive and believe that reflective practice informs our ongoing development.

Positive
We celebrate successes, take a positive and encouraging attitude towards work, each other, our organisation and all those who connect with us and give credit to people's ideas and achievements.

Collaborative
Working together with colleagues, partners and other stakeholders in order to achieve the best outcomes for deaf people – celebrating successes and recognising contribution.

Integrity
We will be authentic, honest, respectful and mindful of our self, others and our environment; challenging and receiving feedback, promoting fairness and treating people with an unbiased approach.

TeamRAD Charter



Plans for the future

We are now in our third year of our three year strategy and are well positioned to review our successes and achievements, as well as our learning as we plan the next stage of RAD's journey.

In difficult economic circumstances, financial sustainability will continue to be a priority, as will our drive and ambition to reach and serve more people.

After delivering community roadshow events and gateway advice services and taking into account funding constraints, we have evaluated our services in light of the information we have collected about current need and associated gaps, helping us to conclude where to continue to invest and what should be reconsidered.

We continue to work on how best to achieve this over the next few months and anticipate the following areas of priority:

- RAD's Training Centre and its DeafAdvance programmes (designed to introduce people to management and improve employability) which continue to grow, complemented by Deaf Awareness Training and BSL courses.
- Developing our range of advice specialisms, including regulated activity for supporting immigration advice, tax, support to vote (our new project 'Deaf Votes Count'), and work across the energy sector to expand our partners and national reach.
- We will expand our healthy existing services, Advice, Advocacy and Independent Living.
- Building on growth experienced in our commercial offer for example in specific services such as translation and consultancy, with ambitions to secure RAD as a market leader after two years, and actively support the BSL Act.
- Talkmore was a crisis intervention service established during COVID. The plan is to carefully close the service during 2023 and redirect people to our general services and where needed signpost to specialist services.
- To expand into new geographical locations and build partnerships with other deaf organisations for referral purposes or joint bidding activity.

We will continue to deliver services in line with the needs of the people we are here to serve, whether that is face-to-face or online so that we can be flexible, reach more people and be more responsive.

Performance and Achievements

Collaboration and influencing

As society has returned to a new, post-pandemic 'business as usual', with charities navigating a new socio-economic landscape, the past twelve months has been exceptionally challenging.

In line with our ambition and commitment to collaboration and growth we have, over the past year, continued to expand RAD's impact and influence:

- Participated in a variety of policy and influencing activities including a Sensory Loss Coalition Group that contributed to NHS England's review of the Accessible Information Standard;
- Contributed to CQC's 'Because We All Care' campaign; enabling deaf people to share their experiences of health and care, as part of an in-depth review;
- Strengthened our collaboration with the British Deaf Association and other members of the BSL Act group by joining the BSL Alliance (established by the UK Government to monitor progress of the BSL Advisory Board, following the passing of the BSL Act);
- Made significant contributions to NHS England's Accessible Information Standard review; and
- Established a funding partnership with the UK's largest gas distribution network ensuring that deaf people are informed and prioritised in a power emergency.

Our Services

It has been a challenging year, with ever increasing pressures on charities to deliver more, for less. TeamRAD has continued to deliver excellence; going over and above to deliver important, and sometimes critical services to deaf people and their families.

Highlights this year have been:

- Overall, supported 2,059 people across our services, including training – a 14% increase year-on-year;
- 1,572 unique people accessed specialist intervention support – an increase of 11% year-on-year;
- Delivered 33,764 hours of support to our Independent Living clients; so that people can live as independently as possible in their communities;
- Became a Signature approved centre and will start to deliver BSL courses in 2023/24;
- Delivered our first advocacy service webinar to over 250 people, including local authority representatives, mainstream service providers and health and care professionals;
- Introduced a new safeguarding CRM to support the effective management and monitoring of safeguarding;
- Engaged with 91 employers, providing information, advice and support, aimed at improving access and equality;
- Received 1,677 enquires, via Live-Chat, an increase of 111 year-on-year - people reaching out in times of crisis for TalkMore and/ or for general advice;
- Established 12 new partnerships with other charities and service providers;
- Supported 4,225 visits to RADvice during the year – providing information and advice on a variety of topics including benefits, welfare, housing, and health; and

- Delivered 42 Deaf Awareness Training courses, with 482 attendances, via the DeafAdvance Training Centre.

Our people and our organisation

We remain committed to ensuring that every colleague feels valued and continues to represent the diverse nature of the deaf community:

- Progressed six colleagues into supervisory and management roles, including Training Centre Manager and Contracts Manager, fundamental roles that ensure the safe and effective management of RAD's services;
- Supported the professional development of two more Black and Asian Deaf translators;
- Achieved continuation of both Matrix and Advice Quality Standard (AQS);
- As the first deaf organisation to sign up to the Race At Work Charter, we continued to take a proactive approach in terms of Equality, Diversity and Inclusion (EDI) and Wellbeing, ensuring that RAD is a responsible and progressive employer and leader in the delivery of services;
- Provided mental health first Aid training (MHFA) to all colleagues, with a significant number achieve this accreditation. We continue to roll this training out to community champions and volunteers;
- Reestablishment of an active wellbeing group to represent this topic across the organisation; and
- We are extremely grateful to our volunteers who support our activities. We have increased our volunteer recruitment activity to support our new and expanding services and have worked to address retention issues, including better allocation of activities, improved training and supervision – and celebrating volunteers as part of TeamRAD.

Financial review including policies

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 1 January 2019).

Financial Performance

Securing financial sustainability and resilience is one of RAD's strategic ambitions.

2022/23 saw continued significant planned investment into future services whilst at the same time, incurred deficits in all major areas of RAD's service delivery, resulting in an overall deficit of £1,430k (2021/22: £56k), analysed as follows:

- £628k invested into future service delivery via designated reserves (2021/22: £622k);
- The unrestricted operations made a deficit of £463k (2021/22: surplus £485k), which includes a reduction in the value of investments of £149k (2021/22: gain of 321k). RAD benefitted from £223k of donations and legacies in the year (2021/22: £703k);
- Operations funded via restricted funds made a deficit of £120k, largely because funds were received in previous year(s).

The funding sources and descriptions of their purpose are detailed in note 18 to the financial statements. The charity is not dependent upon any one principal funder, indeed a number of funders contribute to our overall mission and objectives.

Overall income from charitable activities (our operations) increased over the previous year by just under 2% (2021/22: 3%), with a notable increase in our Independent Living Services and DeafAdvance (the training centre) and decreases in for example, RADvice (2021/22 saw an increase in income of 24%).

Expenditure increased by £436k (2021/22: £429k), an increase of 13% (2021/22: 15%) which was mainly due to the increased, but planned, expenditure on investment activities from designated funds, which included reorganisation and restructure costs of £165k.

Reserves policy

The reserves policy is determined by the Trustees. The policy for the **General Fund** is, as far as prudently possible, to maintain a level of working capital of four months' operating expenditure, allowing the charity to meet its contractual obligations and respond to short-term financial challenges. At 31 March 2023, this equated to £946k [based on 2023/24 budgeted expenditure].

Total reserves of the group at 31 March 2023 were £5,190k (2021/22: £6,620k) (see the balance sheet on page 20), to be used as follows:

	£000
Restricted Funds to be spent in accordance with the wishes of the donor	120
Net Book Value of tangible fixed assets essential to run the organisation	530
Future spending commitments for specific projects by the Board of Trustees	252

Reinvestment in services for deaf people under the four key service themes	1,447
Property purchase fund	1,822
Total reserves committed to specific projects	**4,171**
Add:	
General fund (Four months' operating expenditure (per policy as above))	946
Remaining free reserves	73

The level of our current free reserves of £1,019k is therefore marginally above our agreed minimum reserves policy. We consider this level to be reasonable, given the ongoing cost-of-living crisis, the uncertain economic future and the anticipated tougher, more competitive funding environment over the coming years.

Investment policy and performance

The investment policy is determined by the Trustees, with the benefit of external advice, after considering income requirements, risk profile and stock market prospects in the short and long term. It is a requirement that any fund manager has ESG (environmental, social and governance) embedded within the investment philosophy and process to ensure that RAD's investments are held with corporate entities exhibiting high levels of corporate responsibility.

RAD completed a full review of the investment policy and strategy during the year and established the following approach: short term investments are held to provide financial security and may be required to meet unanticipated cash flow needs. These funds need to be readily available with little or no threat to invested capital. This fund is safety first and return second as there can be no risk of losing anything from this fund

Long term investments are held with a view to a longer-term gain with an understanding that the value of these investments is likely to fluctuate over the short to medium term. The aim is to at least protect these funds against the risk of inflation over the long term, understanding the risk that this may not be achieved short term. RAD aims to achieve CPI + 3% (net of fees) over a rolling period of 5 years.

For the long-term investments, the board's intention is to always invest in a fund that is well diversified across asset categories.

Some stocks which were inherited are being held until the price improves before disposal.

Grant making policy

From time to time, when resources and other commitments permit, the Trustees make small grants (usually not more than £250) to groups of deaf people to encourage and develop community activities.

Risk management

The Trustees have a risk management strategy that comprises of:

- A quarterly operational risk review prepared by the leadership team, with associated mitigations;

- Whilst an annual review of the principal risks and uncertainties facing RAD is recommended, the Trustees consider that a quarterly review is more robust and allows the board to be more responsive to any issues that may arise;
- The establishment of policies, systems, and procedures to mitigate these risks. This includes the use of external expertise where appropriate

The Trustees confirm that the above risk management strategy is in operation.

We continue to feel the effects of tightening public expenditure and expect that this to intensify over the forthcoming years. With these factors in mind, the major operational risks facing RAD are as follows:

a) Failure of all services to achieve budgeted income targets especially in a period of reduced and more tightly controlled public expenditure
b) Failure to achieve legacy income targets
c) Failure to secure future funding to sustain investment activities currently funded from RAD's reserves

Structure, Governance and Management

Organisational structure

The organisation is incorporated in England and Wales and is governed by a Board of Trustees who constitute the membership in terms of the Companies Act.

The organisation was founded in 1841 and registered in accordance with the Charities Act 1960, with the registered number 207358. The activities, assets and liabilities of the Association were transferred to this charitable company with effect from 1 October 2000.

The charitable company is limited by guarantee, incorporated on 11 April 2000 and registered as a charity on 9 August 2000, with the new registered number 1081949.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Registered Office
Block F, Parkside Office Village, Knowledge Gateway, Nesfield Road, Colchester, CO4 3ZL

Patron
Her late Majesty Queen Elizabeth II

President
The Most Revd and Rt Hon Justin Welby Archbishop of Canterbury

Related parties and connected organisations
The organisation has a wholly owned trading subsidiary, tRADe Ltd. This subsidiary did not trade during 2022/23.

Public Benefit
The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the organisation's aims and objectives and in planning future activities and setting the grant making policy for the year.

The Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Semhar Beyene (Vice Chair)
Lyndon Borrow
Hannah Brennan (appointed 26 July 2022)
Rolf Choutan (appointed 26 July 2022)
Laura Eadsforth
Masami Fenesan
Margaret Joachim (resigned 26 July 2022)
Thomas Mulloy (Chair)
Melissa Scacco Mudawi (Honorary Treasurer)

Six of these trustees are deaf. At the end of the year, we had eight trustees, six of whom are deaf.

Appointment of Trustees

Trustees are appointed for a three-year term at an AGM and are allowed to stand for a second consecutive term (subject to invitation from the Chair). Trustees can stand subsequently for re-appointment but must leave the board for a period of one year. When new Trustees are needed, members of the existing board are reviewed, and any skills gap identified.

New Trustees undertake an operational induction with the Joint CEOs and a board induction with the Chair. The board undertake governance training periodically and any individual training needs of Trustees who are new to their role are agreed with the Chair.

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2023 was 9 (2022: 8). The Trustees have no beneficial interest in the charitable company.

Management

Management is delegated to an executive team. The executive team is responsible for the full range of RAD's activities. The executive team during the year comprised a Director of Operations along with three further members of the team who alongside their substantive roles also undertook jointly the role of Chief Executive. We have an agreed scheme of delegation and during the year, the team consisted of the following:

Amanda Casson Webb	Joint CEO | Director of Communications and Community (Resigned 30/5/23)
Lesley Frearson	Joint CEO | Director of Finance and Business Support (Resigned 30/5/23)
Sue Evans	Joint CEO | Director of Services (Resigned 30/5/23)
Julie Ratcliffe	Director of Operations

With effect from 2 May 2023, the following appointments were made:

Andrew Dewey	Interim Chief Executive
Anna Hughes	Interim Director of Finance and People
Julie Ratcliffe	Chief Operating Officer

Pay policy for senior colleagues

As part of the budget setting process for the following year, Trustees agree the annual pay increases for all colleagues.

The Trustees agree the salary of the CEO and executive team.

Principal Professional Advisors

Bankers	National Westminster Bank PLC Park Royal Branch 1 Abbey Road London, NW10 7RA
Solicitors	Fisher Jones Greenwood Charter Court, Newcomen Way Severalls Business Park Colchester, Essex, CO4 9YA
Insurers	Arthur J Gallagher Temple Point, 7th Floor, I Temple Row Birmingham, B2 5LG
Auditors	Haines Watts Town Wall House 4 Balkerne Hill Colchester, Essex, CO3 3AD
Financial Advisors	Plan Money Ltd Bentley House Forge Lane Great Bentley Colchester Essex CO7 8GD

Responsibilities of the Trustees

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended.

In preparing those financial statements which give a true and fair view, the Trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Observe the methods and principles of the Charities SORP
- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

The Trustees 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.

Statement of disclosure of information to auditors

We, the directors of the company who held office at the date of approval of these financial statements, as set out above, each confirm as far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that

Haines Watts were appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Approved by the Trustees on 29th August 2023 and signed on their behalf by

.....

Mr Thomas Mulloy – Chair

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE ROYAL ASSOCIATION FOR DEAF PEOPLE

Opinion

We have audited the financial statements of The Royal Association for Deaf People (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the consolidated Statement of Financial Activities, the consolidated and parent company Balance Sheet, the consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the group and of the parent 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group 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' 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 group's or parent 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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 Report of the Trustees, which includes the Directors' Report and Strategic 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 Strategic Report and the Directors' Report included with the Report of the Trustees have 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the parent 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory framework applicable to both the group and parent charitable company itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors/trustees and management. The most significant were identified as the Companies Act 2006, The Charities Act 2011, UK GAAP including Charity SORP (FRS 102) and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- We considered the risk of fraud through management override and in response, we incorporated testing of manual journal entries into our audit approach throughout the financial year.

- We also considered the risk of fraud through assumptions and judgements used within the accounting estimates and in response, reviewed and scrutinised these estimates in order to detect possible management bias.

- We also considered the risk of fraud associated with the preparation of the financial statements and in response, tested the disclosures prepared against relevant supporting documentation.

Our audit did not identify any significant matters relating to the detection of irregularities including fraud. However, despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentation, or the override of controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE ROYAL ASSOCIATION FOR DEAF PEOPLE

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. 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 auditors' 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.

Haines Watts

Melinda J Simpson ACA (Senior Statutory Auditor)
for and on behalf of Haines Watts
Statutory Auditors
Town Wall House
Balkerne Hill
Colchester
Essex
CO3 3AD

Date: 4.9.2023

Consolidated Statement of Financial Activities including income and expenditure account

		2023				2022			
		Restricted	Designated	Unrestricted	Total	Restricted	Designated	Unrestricted	Total
Income	Note	£	£	£	£	£	£	£	£
Donations and legacies	2	16,945	-	206,130	**223,075**	150	-	703,087	703,237
Investment income	3	-	-	127,787	**127,787**	-	-	134,837	134,837
		16,945	**-**	**333,917**	**350,862**	**150**	**-**	**837,924**	**838,074**
Income from charitable activities									
RADvice	4	184,855	-	2,819	**187,674**	296,553	-	9,999	306,552
DeafAdvance	4	116,248	-	45,335	**161,583**	115,384	-	-	115,384
Independent living services	4	19,635	-	1,066,024	**1,085,659**	20,702	-	879,943	900,645
Other projects and funding	4	117,453	-	13,983	**131,436**	168,499	-	37,540	206,039
Education and training	4	-	-	-	**-**	-	-	13,477	13,477
Communication services	4	8,815	-	511,559	**520,374**	26,444	-	471,117	497,561
Other services	4	5,981	-	-	**5,981**	17,945	-	-	17,945
		452,987	**-**	**1,639,720**	**2,092,707**	**645,527**	**-**	**1,412,076**	**2,057,603**
Other income									
Gain/(loss) on the disposal of fixed assets		-	(15,482)	-	**(15,482)**	-	-	-	-
Total income		**469,932**	**(15,482)**	**1,973,637**	**2,428,087**	**645,677**	**-**	**2,250,000**	**2,895,677**
Expenditure									
Costs of raising funds									
Fundraising	5		-	-	**-**	-	-	78,486	78,486
Charitable expenditure									
Deaf centres and community engagement	5	1,541	5,367	-	**6,908**	440	21,062	68,199	89,701
RADvice	5	185,628	153,386	63,253	**402,267**	360,793	114,584	77,650	553,027
DeafAdvance	5	191,131	301,443	75,268	**567,842**	85,603	351,306	109,413	546,322
Independent living services	5	67,281	-	1,363,425	**1,430,706**	4,339	6,828	974,432	985,599
Other projects and funding	5	129,848	173,146	28,429	**331,423**	156,701	164,368	78,096	399,165
Communication services	5	8,815	-	592,452	**601,267**	26,444	4,419	520,126	550,989
Other services	5	5,981	197,231	-	**203,212**	17,945	36,532	14,940	69,417
Other									
Exceptional item	6	-	165,454	-	**165,454**	-	-	-	69,417
Total expenditure		**590,225**	**996,027**	**2,122,827**	**3,709,079**	**652,265**	**699,099**	**1,921,342**	**3,272,706**
Net gains/(losses) on investments	10	-	-	(149,253)	**(149,253)**	-	-	321,479	321,479
Net income/(expenditure)	7	**(120,293)**	**(1,011,509)**	**(298,443)**	**(1,430,245)**	**(6,588)**	**(699,099)**	**650,137**	**(55,550)**
Transfers		-	165,000	(165,000)	**-**	-	165,000	(165,000)	-
Net movement in funds		**(120,293)**	**(846,509)**	**(463,443)**	**(1,430,245)**	**(6,588)**	**(534,099)**	**485,137**	**(55,550)**
Funds at 1 April 2022		240,134	4,897,750	1,482,504	**6,620,388**	246,722	5,431,849	997,367	6,675,938
Funds at 31 March 2023		**119,841**	**4,051,241**	**1,019,061**	**5,190,143**	**240,134**	**4,897,750**	**1,482,504**	**6,620,388**

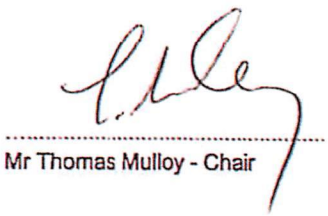
The company has not prepared a separate income and expenditure account. The deficit for the year was £1,430,245 (2022: £55,550 deficit)

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 17 to the financial statements.

Balance sheet
Company number 3973353

	Note	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Fixed assets					
Tangible fixed assets	9	530,082	549,595	530,082	549,595
Investments	10	3,792,476	3,941,729	3,792,478	3,941,731
		4,322,558	4,491,324	4,322,560	4,491,326
Current assets					
Debtors	11	606,341	416,312	607,206	417,177
Cash at bank and in hand		644,997	1,964,685	644,997	1,964,685
		1,251,338	2,380,997	1,252,203	2,381,862
Creditors: amounts falling due within one year	12	383,753	251,933	383,753	251,933
Net current assets		867,585	2,129,064	868,450	2,129,929
Net assets	14	5,190,143	6,620,388	5,191,010	6,621,255
Funds					
Restricted funds		119,841	240,134	119,841	240,134
Unrestricted funds					
Designated funds		4,051,241	4,897,750	4,051,241	4,897,750
General funds		1,019,061	1,482,504	1,019,928	1,483,371
		5,070,302	6,380,254	5,071,169	6,381,121
Total funds	18	5,190,143	6,620,388	5,191,010	6,621,255

The financial statements on pages 19 to 35 were approved and authorised for issue by the trustees on 29 August 2023 and signed on their behalf by:



Mr Thomas Mulloy - Chair

Statement of cash flows

	2023		2022	
	£	£	£	£
Cash used in operating activities		(1,436,912)		(463,237)
Cashflows from investing activities				
Interest received	117,224		115,455	
Proceeds on disposal of investments	-		-	
Dividends received	-		7	
Acquisition of tangible fixed assets	-		-	
Sale of tangible fixed assets	-		-	
Cash provided by investing activities		117,224		115,462
Increase/(decrease) in cash and cash equivalents in the year		**(1,319,688)**		**(347,775)**

Notes to the cashflow statement

1. Reconciliation of net income to net cash flow from operating activities

	2023	2022
	£	£
Net income/(expenditure) for the year	(1,430,245)	(55,550)
Interest received	(117,224)	(115,455)
Dividends received	-	(7)
Loss/(profit) on sale of investments	15,482	-
Loss/(gain) on investments	149,253	(321,479)
(Increase)/decrease in debtors	(190,029)	(12,104)
Increase/(decrease) in creditors	131,820	30,588
Depreciation and amortisation of goodwill	4,031	10,770
Net cash flow from operating activities	**(1,436,912)**	**(463,237)**

2. Analysis of changes in cash and current asset investment during the year

	At 31 March 2021	Cashflow	At 31 March 2022	Cashflow	At 31 March 2023
	£	£	£	£	£
Cash at bank and in hand	2,312,460	(347,775)	1,964,685	(1,319,688)	644,997
	2,312,460	**(347,775)**	**1,964,685**	**(1,319,688)**	**644,997**

Notes to the financial statements

1. Accounting policies

Charity information
The Royal Association for Deaf people is a private company limited by guarantee incorporated in England and Wales. The registered office and principal place of business is Block F, Parkside Office Village, Knowledge Gateway, Nesfield Road, Colchester CO4 3ZL.

a) These financial statements have been prepared in accordance with the memorandum and articles, 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 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

The Association meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are prepared in sterling, which is the functional currency of the entity.

b) At the time of approving the accounts, 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 accounts.

c) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Volunteer time is not included in the financial statements.

d) Income from government and other grants is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

e) Legacy income is recognised when entitlement to the income is probable. Receipt of legacy income, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

f) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Redundancy costs are charged to the income statement in the year in which an irrevocable commitment is made to incur the costs.

Holiday entitlement earned but not taken at 31 March 2023 is accrued based on rates of pay effective at that date.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based on the direct cost of the activity.

Other expenditure represents those items not falling into any other heading.

g) Freehold properties are shown at trustees' valuation made in 1952 together with the cost of subsequent additions. Fixed assets (other than freehold properties) are stated at historical cost less aggregate depreciation.

h) Depreciation is provided at rates calculated to write off the cost (or valuation) of each asset over its expected useful life. The depreciation rates in use are as follows:

Freehold property	2% straight line basis (excluding land)
Leasehold property	Evenly over the shorter of the outstanding portion of the lease or 50 years
Furniture fittings and equipment	20% straight line basis
Computer and office equipment	33% straight line basis

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.

Notes to the financial statements

1. Accounting policies (continued)

i) At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any.)

j) Listed and current asset investments are stated at market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.

k) Cash at bank and cash in hand includes 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.

l) Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. Financial assets comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes, deferred income and provisions.

m) The charity is an exempt charity within the meaning of the Charities Act 2011 and as such is a charity within the meaning of Part 11, Corporation Tax Act 2010. Accordingly, the charity is exempt from taxation in respect of income or capital gains received within the categories by Part 11, Corporation Tax Act 2010 or Section 256 of the Taxation and Charitable Gains Act 1992 to the extent that such income or gains are applied exclusively to its charitable purposes.

The charity is an exempt organisation for VAT purposes and consequently input tax on its purchases are not fully recoverable.

n) 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 management and administration costs.

o) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.

p) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

q) The costs of generating funds relate to the costs incurred by the charitable company in raising funds for the charitable work.

r) 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.

s) The Association has a group personal pension plan that is available to all employees. Defined contributions are paid into the scheme on a monthly basis. All pension costs are charged to the statement of financial activities as incurred.

In accordance with FRS 102 the Association accounts for pension costs on the basis of contributions to the Scheme in the year.

t) In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Notes to the financial statements

2. Donations and legacies

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Legacies	16,945	194,214	**211,159**	-	674,391	674,391
Donations, appeals, gifts and	-	11,916	**11,916**	150	28,696	28,846
Total	**16,945**	**206,130**	**223,075**	**150**	**703,087**	703,237

3. Investment income

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Dividends	-	-	-	-	7	7
Bank deposit interest	-	117,224	**117,224**	-	115,455	115,455
Rent from freehold property	-	10,563	**10,563**	-	19,375	19,375
	-	**127,787**	**127,787**	**-**	**134,837**	134,837

4. Income from charitable activities

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
RADvice						
Local Authority Agency Grants	93,521	-	**93,521**	141,729	-	141,729
COVID-19 emergency funding	-	-	-	17,386	-	17,386
HMRC	7,868	-	**7,868**	23,605	-	23,605
Home Office EU Settlement	13,952	-	**13,952**	21,567	-	21,567
UK Power Networks and other energy providers	37,391	-	**37,391**	65,338	-	65,338
Jersey Government	32,123	-	**32,123**	25,930	-	25,930
Groundwork UK	-		-	998		998
Total - Statutory Sources	184,855	-	**184,855**	296,553	-	296,553
Other incoming resources	-	2,819	**2,819**	-	9,999	9,999
	184,855	**2,819**	**187,674**	296,553	9,999	306,552

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Grants and contract income - DeafAdvance						
Big Lottery/European Social Fund	96,138	-	**96,138**	59,646	-	59,646
North LondonESF - Groundworks	6,112		**6,112**	9,740		9,740
Barnet and Southgate college	-	-	-	18,810		18,810
Realising Ambition	5,500		**5,500**	14,688		14,688
CRF Norfolk and Wyre Forest	5,582		**5,582**	12,500		12,500
DWP employment work and assessments	2,916		**2,916**	-		-
Total - Statutory Sources	116,248	-	**116,248**	115,384	-	115,384
Other incoming resources	-	45,335	**45,335**	-	-	-
	116,248	**45,335**	**161,583**	115,384	-	115,384

4. Income from Charitable activities (continued)

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Grants and contract income - Independent living services						
Wandsworth and Richmond independent advocacy services	19,635	-	**19,635**	16,363	-	16,363
Other incoming resources	-	1,066,024	**1,066,024**	-	879,943	879,943
COVID-19 emergency funding	-	-	**-**	4,339	-	4,339
	19,635	**1,066,024**	**1,085,659**	**20,702**	**879,943**	**900,645**

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Grants and contract income - Other projects and funding						
Action for Children/Essex CC short breaks	9,015	-	**9,015**	15,831	-	15,831
Trust Funding	27,120	-	**27,120**	30,499	-	30,499
Befriending funding		-	**-**	8,516	-	8,516
Frank Barnes and Heathlands	3,188	-	**3,188**	9,330	-	9,330
COVID-19 emergency funding	-	-	**-**	20,441	-	20,441
Talkmore and DeafAge funded services	9,996	-	**9,996**	6,271	-	6,271
Oak Lodge School	19,139	-	**19,139**	20,274	-	20,274
Hearability Sensory grant	37,240	-	**37,240**	49,654	-	49,654
Right to Thrive	486	-	**486**	7,683	-	7,683
Deaf Rainbow UK	11,269	-	**11,269**	-	-	-
Total - Statutory Sources	117,453	-	**117,453**	168,499	-	168,499
Other incoming resources		13,983	**13,983**	-	37,540	37,540
	117,453	**13,983**	**131,436**	168,499	37,540	206,039
Contract income - Education and training						
Other incoming resources	-	-	**-**	-	13,477	13,477
	-	**-**	**-**	**-**	13,477	13,477
Income - Communication services						
Income - Statutory Sources - HMRC	8,815	-	**8,815**	26,444	-	26,444
Other incoming resources	-	511,559	**511,559**	-	471,117	471,117
	8,815	**511,559**	**520,374**	26,444	471,117	497,561
Income - Other services						
HMRC		-	**-**	17,945	-	17,945
Other income	5,981	-	**5,981**	-	-	-
	5,981	**-**	**5,981**	17,945	-	17,945

Unsolicited unrestricted grants are treated as donations. Restricted grants, above, are for activities in furtherance of the charity's objects.

Notes to the financial statements

5. Expenditure on Charitable activities

	Fundraising	Deaf centres and community engagement	RADvice	DeafAdvance	Independent living services	Other projects and funding	Training and other Services	Communication services	Support costs apportioned	**Total 2023**	2022
	£	£	£	£	£	£	£	£	£	£	£
Staff costs (note 8)	-	-	294,465	409,677	985,636	200,400	-	460,698	485,200	**2,836,076**	2,649,184
Caretaking and cleaning	-	-	-	-	-	-	-	-	4,214	**4,214**	4,144
Rent, rates, heating, lighting	-	-	3,525	7,115	9,975	2,705	-	127	24,132	**47,579**	76,915
Depreciation and amortisation	-	-	-	-	-	-	-	-	4,031	**4,031**	10,770
Repairs, maintenance, insurance	-	-	-	-	-	-	-		31,901	**31,901**	38,847
Postage and telephones	-	-	3,855	4,622	18,582	2,892	-	6,877	16,395	**53,223**	62,658
Printing and stationery	-	-	233	419	452	318	-		3,511	**4,933**	5,329
Transport and subsistence	-	-	12,271	14,441	105,350	5,295	-	675	5,708	**143,740**	87,591
Legal fees	-	-	-	-	-	-	-	-	40,873	**40,873**	-
Other professional fees	-	-	240	-	-	-	-	916	17,892	**19,048**	26,699
Fundraising and publicity direct costs	-	-	-	1,557	-	-	-		16,253	**17,810**	47,293
IT transformation expenditure	-	-	-	-	-	-	-	-	95,090	**95,090**	-
Outsourced IT support and expenditure	-	-	-	-	-	-	-		81,528	**81,528**	123,640
Office equipment, repairs, maintenance and hire	-	-	1,643	3,261	10,076	1,662	-	8,929	22,210	**47,781**	39,607
General expenses	-	-	2,685	9,093	4,192	4,227	-	(1,538)	51,884	**70,543**	54,774
Payments to partner organisations	-	-	-	-	-	45,255	-	-	-	**45,255**	45,255
Allocation of support costs relating to designated funds		6,908					203,212	-	(210,120)	-	-
Total direct costs	-	6,908	318,917	450,185	1,134,263	262,754	203,212	476,684	690,702	**3,543,625**	3,272,706
Support costs apportioned based on direct costs	-	-	83,350	117,657	296,442	68,669		124,583	(690,702)	-	-
Restricted expenditure	-	1,541	185,628	191,131	67,281	129,848	5,981	8,815	-	**590,225**	652,265
Designated expenditure	-	5,367	153,386	301,443		173,146	197,231	-	-	**830,573**	699,099
Unrestricted expenditure	-	-	63,253	75,268	1,363,425	28,429	-	592,452	-	**2,122,825**	1,921,342
Total expenditure on charitable activities	-	6,908	402,267	567,842	1,430,706	331,423	203,212	601,267	-	3,543,625	3,272,706
For the year ended 31 March 2022											
Restricted expenditure	-	440	360,793	85,603	4,339	156,701	17,945	26,444	-	652,265	
Designated expenditure	-	21,062	114,584	351,306	6,828	164,368	36,532	4,419	-	699,099	
Unrestricted expenditure	78,486	68,199	77,650	109,413	974,432	78,096	14,940	520,126	-	1,921,342	
Total expenditure on charitable activities	78,486	89,701	553,027	546,322	985,599	399,165	69,417	550,989	-	3,272,706	

Notes to the financial statements

6. Exceptional item

	2023	2022
	£	£
Reorganisation and restructure costs	**165,454**	-
	165,454	-

During the year a review of the organisational structure of the charity took place which included legal costs of £52,983 and employment costs of £112,471.

These costs have been expended from the Infrastructure and Special Equipment Fund.

7. Net incoming resources for the year

This is stated after charging :

	2023	2022
	£	£
Depreciation	**4,031**	10,770
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	Nil
Auditors' remuneration:		
▪ Audit fee current year	**9,900**	11,700
▪ Audit fee prior year (over)/under accrued	**-**	900
Operating lease rentals:		
▪ Property	**23,834**	59,528
▪ Other	**-**	-

Expenses reimbursed to trustees represent the reimbursement of travel and subsistence costs to trustees. During the year expenses were reimbursed to nil (2022: nil) trustees relating to attendance at trustee meetings. These expenses, are subject to the charity's processes of internal controls.

As in previous years, all the trustees worked honorarily for the Association and accordingly received no remuneration for their services. No directors were paid for other paid work during the year (2022: nil).

Notes to the financial statements

8. Staff costs and numbers

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	**2,047,492**	1,954,760
Social security costs	**170,515**	161,415
Pension contributions	**120,153**	118,600
	2,338,160	2,234,775
Freelance, temp and agency staff, training and recruitment	**497,916**	414,409
	2,836,076	2,649,184

Salaries and wages include statutory redundancy payments made during the year - -

The following number of employees earned in excess of £60,000

£60,000 - £70,000 3 (2022: £60,000 - £70,000 3)
£70,000 - £80,000 -

The key management personnel of the Company and its subsidiaries during the year were the joint leadership team of three Joint Chief Executives along with a Director of Operations.

Employee benefits of key management personal totalled £282,978 (2022 - £251,552)

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2023 No.	2022 No.
Community engagement	**1**	**1**
RADvice	**14**	**11**
DeafAdvance	**7**	**12**
Other services	**5**	**7**
Independent Living service	**42**	**39**
Communication services	**2**	**2**
Governance	**1**	**1**
Fundraising and Publicity	**3**	**3**
	75	76

During the year to 31 March 2023 there were 113 individuals on average (2022: 110) employed on a full and part-time basis.

Notes to the financial statements

9. Tangible fixed assets
Group and company

	Freehold properties* £	Furniture, fittings, plant and equipment £	**Totals £**
COST			
At 1 April 2022	612,712	177,373	**790,085**
Additions in year	-	-	**-**
Disposals in year	-	(28,150)	**(28,150)**
At 31 March 2023	**612,712**	**149,223**	**761,935**
DEPRECIATION			
At 1 April 2022	78,599	161,891	**240,490**
Depreciation on disposals	-	(12,668)	**(12,668)**
Charge for the year	4,031	-	**4,031**
At 31 March 2023	**82,630**	**149,223**	**231,853**
NET BOOK VALUE			
At 31 March 2023	**530,082**	**-**	**530,082**
At 31 March 2022	534,113	15,482	549,595

* Freehold properties includes land of £400,023 (2022: £400,423). These are shown at trustees' valuation made in 1952 together with the cost of subsequent additions.
All property and equipment are held for charitable purposes and therefore no valuations have been carried out.

Notes to the financial statements

10. Fixed asset investments

	Group		Company	
	2023	2022	**2023**	2022
	£	£	£	£
a) Investment in subsidiary undertakings	-	0	2	2

At 31 March 2023, the Association owned 100% of the share capital (2 x £1 ordinary shares) of tRADe Limited (company number 2693994) which was established to undertake the commercial activities of the Association. At 31st March 2023, the aggregate of the share capital and reserves of tRADe Limited was £(864) (2022: £(864)), turnover of £nil (2022: £nil), administrative expenses of £nil (2022: £nil), the deficit for the year then ended was £nil (2022: £nil).

b) Listed investments

Market value at the beginning of the year	3,941,729	3,620,250	3,941,729	**3,620,250**
Unrealised gains/(losses)	(149,253)	321,479	(149,253)	**321,479**
Market value at the end of the year	3,792,476	3,941,729	3,792,476	3,941,729
Historical cost at the end of the year	2,512,580	2,512,580	2,512,580	**2,512,580**
Total investments	3,792,476	3,941,729	3,792,478	3,941,731

11. Debtors

	Group		Company	
	2023	2022	**2023**	2022
	£	£	£	£
Trade debtors	**324,545**	209,997	**324,545**	209,997
Other debtors	**2,300**	2,775	**2,300**	2,775
tRADe Limited	**-**	-	**865**	865
Prepayments and accrued income	**279,496**	203,540	**279,496**	203,540
	606,341	**416,312**	**607,206**	**417,177**

12. Creditors: amounts falling due within one year

	Group		Company	
	2023	2022	**2023**	2022
	£	£	£	£
Trade creditors	**83,941**	70,949	**83,941**	70,949
Taxation and social security	**35,813**	39,349	**35,813**	39,349
Accruals	**94,985**	97,441	**94,985**	97,441
Deferred income (see note 13)	**9,275**	10,850	**9,275**	10,850
Other creditors	**159,739**	33,344	**159,739**	33,344
	383,753	251,933	**383,753**	251,933

Notes to the financial statements

13. Deferred Income

Deferred income comprises income received or invoiced in advance of work carried out

	2023
	£
Balance as at 1 April 2022	10,850
Amount released to incoming resources	(9,769)
Amount deferred in year	8,194
Balance as at 31 March 2023	**9,275**

14. Analysis of net assets between funds

	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	-	530,082	-	**530,082**
Long term investments	-	-		**-**
Fixed asset investments	119,841	2,876,162	796,473	**3,792,476**
Cash	-	644,997	-	**644,997**
Net debtors less creditors	-	-	222,588	**222,588**
Net assets at 31 March 2023	**119,841**	**4,051,241**	**1,019,061**	**5,190,143**

15. Retirement benefit contributions

The charge to profit or loss in respect of defined contribution schemes was £120,153 (2022: £118,600).

16. Related party transactions

The group has taken advantage of the exemption that transactions entered into between two or more members of a group, do not need to be disclosed, provided that any subsidiary which is party to the transaction is wholly owned by such a member.

During the year, the partner of one trustee was awarded a bursary of £3,325 to fund a Deaf Interpreter Development Programme (2022: no transactions)

17. Operating lease commitments

The charitable company had annual commitments under operating leases expiring as follows:

Leasee:	Property		Equipment	
	2023	2022	**2023**	2022
	£	£	**£**	£
1 year	**14,783**	24,887	**-**	-
2-5 years	**4,152**	17,338	**-**	-
over 5 years	**-**	-	**-**	-
	18,935	42,225	**-**	-

Lessor:	Property		Equipment	
	2023	2022	**2023**	2022
	£	£	**£**	£
1 year	**-**	7,875	**-**	-
2-5 years	**-**	-	**-**	-
over 5 years	**-**	-	**-**	-
	-	7,875	**-**	-

Notes to the financial statements

18. Movements in funds

	At 1 April 2022 £	Incoming resources £	Outgoing resources £	Transfers £	Investment gains/ (losses) £	At 31 March 2023 £
Restricted funds:						
London Borough of Lambeth	-	9,222	(9,222)	-	-	-
London Borough of Camden	-	12,601	(12,601)	-	-	-
Southend Borough Council	-	15,000	(15,000)	-	-	-
Croydon CAB	-	21,500	(21,500)	-	-	-
Royal Borough of Kensington and Chelsea	-	7,204	(7,204)	-	-	-
Essex County Council/Action for Children Short Breaks	-	9,015	(9,015)	-	-	-
Essex County Council - Sensory grants	9,331	27,994	(37,325)	-	-	-
Oak Lodge school	-	19,139	(19,139)	-	-	-
Deaf Rainbow UK	-	11,269	(11,269)	-	-	-
Frank Barnes and Heathlands school	725	3,188	(3,913)	-	-	-
HMRC	-	22,664	(22,664)	-	-	-
Hearability Sensory Grant	12,414	37,240	(49,654)	-	-	-
Right to Thrive	3,302	486	(3,788)	-	-	-
Home Office EU settlement scheme	-	13,952	(13,952)	-	-	-
Big Potential	25,507	-	(25,507)	-	-	-
The Drapers Company	2,151		(1,541)	-	-	**610**
Talkmore and DeafAge funded services	4,136	9,996	(7,141)	-	-	**6,991**
Big Lottery/European Social fund	-	96,138	(96,138)	-	-	-
Postcode Lottery	2,276	-	(2,276)	-	-	-
COVID-19 emergency funding	8,948	-	(8,948)	-	-	-
North London ESF - Groundworks	-	6,112	(6,112)	-	-	-
Barnet and Southgate College	13,227	-	(13,227)	-	-	-
Total restricted funds carried forward	**82,017**	**322,720**	**(397,136)**	**-**	**-**	**7,601**

Notes to the financial statements

18. Movements in funds (continued)

	At 1 April 2022 £	Incoming resources £	Outgoing resources £	Transfers £	Investment gains/ (losses) £	At 31 March 2023 £
Total restricted funds brought forward	**82,017**	**322,720**	**(397,136)**	**-**	**-**	**7,601**
Jersey Government	3,242	32,123	(35,365)	-	-	-
DWP employment work and assessments	-	2,916	(2,916)	-	-	-
UK Power Networks and other energy providers	-	37,391	(25,591)	-	-	**11,800**
Wandsworth and Richmond independent advocacy services	-	19,635	(19,635)	-	-	-
Realising Ambition	11,856	5,500	(15,923)	-	-	**1,433**
CRF Norfolk and Wyre Forest	9,004	5,582	(14,586)	-	-	-
Restricted Legacies	85,789	16,945	(47,646)	-	-	**55,088**
Trust funding Children and Family	22,598	27,120	(31,427)	-	-	**18,291**
John Came Charity	780	-	-	-	-	**780**
Catalyst Respite	289	-	-	-	-	**289**
Holiday Fund	326	-	-	-	-	**326**
Catalyst Equipment Pool Fund	332	-	-	-	-	**332**
Legal Advice Interpreting	3,140	-	-	-	-	**3,140**
Mid Surrey Valuing People Projects	1,192	-	-	-	-	**1,192**
London Client Holiday	5,300	-	-	-	-	**5,300**
Surrey Client Holiday	783	-	-	-	-	**783**
Southend IT training project	1,000	-	-	-	-	**1,000**
Clapham Modification fees	8,935	-	-	-	-	**8,935**
2Deaffoot	3,551	-	-	-	-	**3,551**
Total restricted funds carried forward	**240,134**	**469,932**	**(590,225)**	**-**	**-**	**119,841**

Notes to the financial statements

18. Movements in funds (continued)

	At 1 April 2022	Incoming resources	Outgoing resources	Transfers	Investment gains/ (losses)	At 31 March 2023
	£	£	£	£	£	£
Unrestricted funds:						
Designated funds:						
Property and Equipment Fund	549,595	(15,482)	(4,031)	-		**530,082**
Property Refurbishment Fund	3,851	-		(53)		**3,798**
RAD IT Infrastructure	52,495	-	(67,495)	15,000		-
Investment in new services for Deaf people	2,075,325	-	(627,974)	-		**1,447,351**
Property purchase fund	1,821,516	-	-	-		**1,821,516**
Colchester and North Essex fund	1,285	-	(1,338)	53		-
Infrastructure and special expenditure fund	393,683	-	(295,189)	150,000		**248,494**
Total designated funds	**4,897,750**	**(15,482)**	**(996,027)**	**165,000**	**-**	**4,051,241**
General funds	1,482,504	1,973,637	(2,122,827)	(165,000)	(149,253)	**1,019,061**
Total unrestricted funds	**6,380,254**	**1,958,155**	**(3,118,854)**	**-**	**(149,253)**	**5,070,302**
Total funds	**6,620,388**	**2,428,087**	**(3,709,079)**	**-**	**(149,253)**	**5,190,143**

Notes to the financial statements

18. Movements in funds (continued)

Purposes of restricted funds

The London Borough of Lambeth, London Borough of Camden, Royal Borough of Kensington and Chelsea, Essex County Council, London Borough of Brent, Southend Borough Council and Croydon CAB provide for an information and advice service to Deaf people in the respective boroughs

Essex County Council provides short breaks funding through Action for Children

Deaf Rainbow UK provides funding to improve the health and wellbeing of Deaf LGBT+ people from young to old by providing them with accessible information in British Sign Language

Frank Barnes and Heathlands School provides funding to support families and to be provide liaison work with the school

HMRC funding provides accessible information, advice and video interpreting, which enables Deaf people to understand and manage their tax and tax credits

Hearability Sensory Grant provides funding for two organisations to provide sensory support. RAD provide management support for this contract to their partner organisation

Right to Thrive provides funding to work with the deaf LGBTQ+ community in London to support each other's mental health and wellbeing

Home Office EU Settlement Scheme is a grant to support deaf EU citizens in the UK to apply for settled status and raise awareness of the need to do so due to Brexit

Big Potential provided funding for consultancy services to look at supply chain management

Funding was received from the Drapers Company towards a project for IT training for Deaf elderly people. Some expenditure on equipment was made during the year

The following supported RAD's TalkMore and Deaf Age investment-funded services by providing funding for pilot work, and training for staff and volunteers:

- Basildon Mental Health Fund
- Northeast Essex Men's Mental Health
- East Suffolk Hidden Needs Grant
- Realising Ambitions - Tendring CVS

Big Lottery/European Social Fund provides funding for the Building Better Opportunities project where RAD worked in partnership with the Papworth Trust in Essex and Ixion in Essex and Stoke and Staffordshire. The project supports those furthest from the workplace to gain skills and employment

Employment guidance and support work was funded from a number of sources: Barnet and Southgate College, Oaklodge School, North London ESF - Groundworks, DWP East Anglia, CRF Norfolk and Wyre Forest

Our especial thanks go to the funders who continued to respond quickly during the pandemic by providing RAD with the funding that allowed us to continue and expand our delivery of services, including: Essex County Council/Essex Cares Limited, Sutton Covid fund and Contain Outbreak fund

The Jersey Government funded RAD to support them with a review of their deaf service provision, to engage with the community and to provide advice and wellbeing services to deaf people

Cadent Gas, Yorkshire Water, Wessex Water, Bristol Water, SSEN, Northern Powergrid, Electricity North West, National Grid and Anglian Water provide funding for information and advice services in their repective areas in relation to utilities provided to Deaf and hard of hearing people

Notes to the financial statements

18. Movements in funds (continued)

Purposes of restricted funds

Advocacy services were provided at Springfield hospital working with Rethink Mental Illness Limited to deliver Wandsworth and Richmond independent advocacy services

Restricted legacies include those received in previous years to provide services in the Warwickshire and Leicester areas and one legacy received during the year to support the Talkmore services

Funding was received from various trusts to support the activities of the Children, Family and Transition team

The holiday fund is to be used in the following way:

(a) one part of the maintenance of the fabric of St Francis Church & Institute at Redhill
(b) one part distributed in gifts of £10 to deserving old age Deaf pensioners of Redhill
(c) the remaining third for providing holidays to Deafblind of Redhill district

John Came Charity represents donations to selected Deaf people

The Catalyst Respite fund is for the provision of respite for carers in North East Essex

The Catalyst Equipment Pool represents funds to maintain a pool of equipment available to anyone in North East Essex to borrow free of charge

Legal Advice Interpreting provides funds to cover interpreting for advice clients receiving legal advice

Mid Surrey Valuing People Projects is funding for several projects run for Surrey County Council

London Client Holiday is a fund to provide communication support to Learning Disability clients in the London area for holidays and outings

Surrey Client Holiday is a fund to provide communication support to Learning Disability clients in the Surrey area for holidays and outings

The Southend IT training project is a grant received from The Rosca Trust towards an IT training project for elderly Deaf people

Clapham Modification fees relates to donations given for the provision of premises for the Deaf clubs meeting at St Bede's

2Deaf foot was a fundraising walk from John O'Groats to Lands End by two deaf men to raise funds to support deaf individuals requiring mental health support. These funds contributed to the development of TalkMore during the year

Designated funds

The property and equipment fund represents the net book value of tangible fixed assets, less those financed by restricted funds

Property Refurbishment Fund includes funds set aside towards the estimated cost of property maintenance and refurbishment required over the next few years

RAD IT Infrastructure represents funds set aside to upgrade the RAD's infrastructure, notably in relation to IT upgrades. A further £15,000 was set aside during the year to support future IT infrastructure upgrades

Investment in new services for Deaf people is a fund set aside to invest in new services under four key themes

Property purchase fund sets aside funds for the purchase of a centrally located office space

Notes to the financial statements

18. Movements in funds (continued)

Designated funds

Colchester and North Essex fund and Deaf club relocation funds represent funds available to support Deaf clubs

Infrastructure and special expenditure are funds designated from the 2020/21 surplus on unrestricted funds to support planned expenditure during 2021/22 on a major upgrade to RAD's IT infrastructure and other one-off special expenditure projects

General funds include funds held as part of the reserves policy of 4 months

THE ROYAL ASSOCIATION FOR DEAF PEOPLE

England & Wales - Charity number 1081949

Accounts

Royal Association for Deaf people

(and subsidiary undertakings)

A future of opportunity, achievement and equality for deaf people

ANNUAL REPORT AND FINANCIAL STATEMENTS 2021/22

Patron: Her Majesty The Queen | Founded 1841 | Registered Charity No. 1081949
Company registered in England No. 3973353

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Forewords

A message from our Chair

It has yet been another challenging year for RAD. The past year has demonstrated the real value of its people, along with various stakeholders of TeamRAD, in delivering much needed services to the wider Deaf Community.

The year just gone has also seen us deliver the first year of our three-year strategy despite the challenges encountered over the year. As we embark on the rest of the journey, I look forward to seeing how we will perform and deliver on the important milestones of the strategy.

I would be remiss if I did not mention RAD's 180th anniversary year. I often refer to the original mission of RAD during inception and it continues to remain relevant and applicable to our on-going work. Sadly, we did not mark the occasion with an event but we will look for opportunities to help celebrate the anniversary at some point in the future.

My sincere and heartfelt thanks to all involved on TeamRAD's journey in the past year. I look forward to working with you all as we navigate through the coming year.

Thomas Mulloy

A message from our Joint Chief Executives

Much of our focus of the past twelve months has been on navigating our way out of the COVID pandemic.

For charities in the UK, this focus has meant that we have had to remain agile and responsive, ready to do whatever needed to deliver an unprecedented level of demand for services to some of the most vulnerable people in society.

One of the biggest legacies of the pandemic for us has been the impact on the mental health and wellbeing of deaf people. At the height of the pandemic, we launched a Live-Chat service on our website; an information, advice and guidance service delivered in BSL. This service has proved to be a critical lifeline, supplementing our wellbeing service, TalkMore.

As we reflect on RAD's 180th anniversary year, we are pleased with how the organisation continued to evolve and adapt. We were proud to stand with our friends and allies in the community and challenge the UK Government on its failure to make its pandemic briefings accessible to deaf BSL users. The Judicial Review was a seminal moment in UK deaf history, and we remain thankful to the passion and commitment of everyone involved.

With our partner organisations, we have also been proud to support the BDA (British Deaf Association) and the BSL Bill; and are hopeful that with increased deaf awareness across society, we are, as a community, closer to achieving RAD's vision of creating a future of opportunity, achievement, and equality for deaf people.

As we look back on the past year, we have never been prouder of RAD. The passion, commitment and tenacity of our colleagues has exceeded all expectation; TeamRAD has collectively worked harder than ever to overcome one of the most challenging years any of us can remember with pride, resilience, and a true team spirit. We thank every one of our colleagues for their continued hard work and support.

We also thank our friends, allies, and the wider Deaf Community. Whilst there is much that has been achieved over the past year, there is still more to do. As a community, we are stronger together – we look forward to strengthening our partnerships and collaborations, and achieving greater equity, opportunity, and outcomes for the year ahead.



Amanda Casson Webb
Joint CEO



Lesley Frearson
Joint CEO



Sue Evans
Joint CEO

Trustees report

The Trustees present their report and the audited financial statements for the year ended 31 March 2022. This report meets the requirements for a directors' report for Companies Act purposes.

Aims and objectives

The organisation's objects are to promote the social, spiritual, and general welfare of profoundly deaf people.

Strategic Plan

Our strategic ambitions for 2021-24:

Finances
Manage our resources to maximise opportunity | ensuring financial resilience and sustainability

Our people
Secure our future | develop our colleagues to thrive and achieve

Collaboration and growth
Collaborate | innovating services that meet the changing needs of deaf people, improving access and reach

Policy
Increase social awareness | influencing change on a national level

Equality and representation
Ensure equal representation | making sure RAD is diverse, fair, and inclusive and means something to every deaf person

Our Vision
A future of opportunity, achievement, and equality for deaf people

Our Mission
Working in collaboration to innovate and deliver the services that deaf people want and need | Celebrating deaf culture and community

Our Values

Community
As part of the deaf community we respect deaf language, identity, heritage, and diversity, delivering services that our community wants and needs.

Progressive
We are committed to continuous improvement. We are proactive in our approach; receptive

to change, responsive and believe that reflective practice informs our ongoing development.

Positive

We celebrate successes, take a positive and encouraging attitude towards work, each other, our organisation and all those who connect with us and give credit to people's ideas and achievements.

Collaborative

Working together with colleagues, partners and other stakeholders in order to achieve the best outcomes for deaf people – celebrating successes and recognising contribution.

Integrity

We will be authentic, honest, respectful and mindful of our self, others and our environment; challenging and receiving feedback, promoting fairness and treating people with an unbiased approach.

TeamRAD Charter



Plans for the future

As we all continue to navigate ourselves into life post-pandemic, our focus and approach is one of returning RAD to 'business as usual', delivering services and achieving ambitions in line with our pre-pandemic strategy.

Financial sustainability continues to be a priority for us, as does our ability to reach more people. The past two years of the pandemic have been an unprecedented universal trauma, from which we are all recovering however despite this uncertainty and in line with our three-year strategy, this year we look forward to the launch of DeafAdvance, and our national training centre.

With a unique offering to deliver Institute of Leadership and Management (ILM) training directly in BSL (and with candidates submitting assignments in BSL), our training centre is the first of its kind - we look forward to RAD nurturing and developing deaf leaders of the future.

We remain passionate about the wellbeing, support and contributions of our colleagues; they are fundamental to RAD's success. We launched a new colleague wellbeing initiative as we ended the year and our ambitions to provide Mental Health first Aid Training (MHFA) to all colleagues has seen over 50% of TeamRAD qualified. We are committed to ensuring that every colleague feels valued and able to thrive – and that TeamRAD continues to represent and reflect the diverse nature of the deaf community and wider society.

As the first deaf organisation to sign up to the Race At Work Charter, this coming year we will continue to take a proactive approach in terms of Equality, Diversity and Inclusion (EDI) and Wellbeing, ensuring that RAD is a responsible and progressive employer and leader in the delivery of services.

We will continue to move services back to the community, though we will continue to support face-to-face services through remote access that will enable us to provide greater flexibility, reach more people and be more responsive.

Our services will continue to take to the road, through our popular roadshows in order to extend our support, identify gaps in local provision and build upon important evidence of need. Community outreach activities will follow where we identify the greatest need, and we will work with local and regional funders to secure important funds that will allow us to continue supporting those who are in the greatest need.

Performance and Achievements

Review of activities

As with the previous year, 2021/22 presented unprecedented challenges for RAD. As COVID continued to wreak global havoc and uncertainty, RAD had to be resilient to increased pressure, demand and expectation, and with reduced funding and financial support.

We responded to these challenges with outstanding agility and tenacity. Our services were flexible and continuously evolving (to comply with ever-changing guidance and the subsequent impact) – with our colleagues demonstrating patience, resilience and a shared sense of doing whatever was needed to support our service users, and the wider Deaf Community.

Services moved from remote delivery to a hybrid model (face-to-face and remote) towards the end of the year as we continued to deliver important information and support that kept people safe, safe, informed and supported.

Sadly, the cost-of-living crisis and post-pandemic period continues to impact our community and we have seen an increase in those who are suffering with poor mental health. In order to ensure people can get the help they need, when they need it, we have extended our TalkMore service and continue to strengthen our mental health partnerships with SignHealth and Rethink Mental Illness and roll-out our specialist suicide prevention and mental health and wellbeing training to colleagues.

We participated in a variety of policy and influencing activities, including joining forces with other sensory organisations throughout the pandemic in order to improve accessible communications for deaf people and others with sensory disabilities.

We supported two Department of Work and Pensions (DWP) forums in order to continually review and improve the Department's services for deaf people. Our team provided information and support to The National Acadamy for Social Prescribing (NASP) as NHS England rolled out social prescribing activities to improve patient health and social welfare by connecting them to community services.

Our Access Denied report that investigated gaps in accessible information and advice services for deaf people living in London found that just over half of the respondents said they did not have access to advice in BSL in their area.

Our colleagues supported the DVSA to produce a deaf candidate pack that supports candidates, driving instructors and examiners and we continued to support the BSL Act Now campaign that is pressing for a BSL Bill to be passed in Parliament so that deaf people can have access to information and services.

We joined forces with other deaf organisations to review the NHS's Accessible Information Standard and contributed to the NHS Rapid Review of BSL.

We were proud to be approved and registered as a Disability Confident Leader, and were especially heartened by the following feedback of our assessment -

"You are doing fantastic work around not only disability confident but inclusivity in general. Its heart-warming to read. "If everyone was as supportive as RAD we wouldn't need the disability confident scheme"

Community Engagement

As a service delivery organisation with the Deaf Community at its core, ensuring that RAD maintains excellent communication and is responsive to the changing needs, expectations and aspirations of deaf people is critical.

As part of our growth ambitions, our services took to the road when pandemic restrictions allowed. Visiting Hants/Portsmouth, Lincolnshire, Brighton/Sussex, Devon, South Yorkshire and Stoke/Staffordshire. These roadshows allowed us to provide support and build important evidence of need that is fundamental to our continued growth, and the funding of our services.

Reaching vulnerable and older people and those with no access to digital communication remained one of our biggest pandemic challenges. Reinforced by the lack of BSL access for Government pandemic briefings, the past twelve months has exacerbated the inequalities and isolation for some of the most vulnerable people in our society.

In addition to providing BSL summaries of every Government COVID briefing (that we received no funding for) we were proud to support (as a named witness) the 'Where Is The Interpreter' Judicial Review, that found in favour of the Deaf Community (finding that in failing to provide on-platform interpreters the Cabinet Office had discriminated).

Our community engagement and support were supplemented by the delivery of our award-winning Deaf Awareness Training – that received further recognition in the form of another accolade, 'Best Deaf Awareness Training Provider South-East England' at the 2021 Social Care Awards – with courses being delivered across a variety of sectors, online

Despite the pandemic, our connection with the Deaf Community has remained strong over this past year. With monthly meetings via Zoom, we were able to remain connected to local Deaf Clubs and communities.

Due to RAD's strong presence on social media and in maintaining local links and connections, our profile has never been stronger. We remain grateful for the continued trust, faith and support given to us by the Deaf Community.

Our Services: RADvice, DeafAdvance, Deaf Age, TalkMore, Independent Living (ILS) and ad-hoc projects

1416 people have used our services this year – a 17% increase versus 2020/21 when we provided support to 1206 unique individuals. We have seen people attending from 14 new geographical areas, including the Northwest, Scotland and parts of the Midlands.

The total number of attendances/visits across our services this year was 17,242 - 7,857 of these were ILS visits (providing invaluable suport to people in the community so that they can attend appointments, maintain social connections and building important life skills) and 5,704 RADvice attendances (supporting with issues such as housing, benefits, health and education).

TalkMore received 1566 enquiries via Live-Chat; providing invaluable information and support and acting as a lifeline for people when they need it the most.

Informative workshops and peer support groups saw 1,347 attendances; this included parenting peer support groups, energy workshops, Dementia, Cancer, COVID and fire safety awareness and LGBTQI+ rights.

Our advocates delivered 1,521 hours of advocacy support to people across the country. This includes Care Act Advocacy (ensuring fair access to health and care), Health Complaints Advocacy (supporting people to make a complaint about health services) and our Independent Mental Health Advocacy Service at Springfield Hospital in London.

DeafAdvance finalised plans to open the first deaf specialist training centre – partnering with the Institute of Leadership and Management (ILM) to deliver management training in BSL. Our first cohort of 11 deaf delegates passed their Level 3 certificate with excellent results and for the first time in ILM's history, students were able to submit their assignments in BSL – a huge achievement on behalf of our training centre and external supporters. Our ambition is to achieve accredited ILM centre status in 2022/23.

We established 22 new partnership initiatives with a variety of organisations that will enable us to reach more people and improve colleague capabilities.

Interpreting and Communication Services

As reported last year, our Communication Services was one of the worst impacted by the COVID pandemic. Whilst we are seeing a slow and steady return to business as usual, recovery is taking longer than we had anticipated.

However, compared to the previous year we have seen an increase in all aspects of this service delivery. In the year April 2021 to March 2022, we provided:

- Communication services for 2102 bookings, an increase of 598 on the previous year
- Services to 568 deaf clients – an increase of 133

One of the most critical aspects of our Communication Service is the network of freelance Language Service Professionals (LSPs) who have registered with us. We take pride in the quality of these relationships, and our reputation as an ethical and supportive agency. In the past year we:

- Worked with 155 LSPs, an increase of 29 (on the previous year)
- Registered 36 new (to RAD) LSPs
- Increased our geographical reach – we now have LSPs in 35 counties across England and Wales
- Re-established formal professional support and development in the form of observations for both Trainee and Registered Sign Language Interpreters

RAD's position within the heart of the Deaf Community shows no sign of abating. As evidenced in other aspects of our work and services, Communication Services saw a clear connection (and at times reliance) on RAD from members of the Community. Over the past year, in addition to delivering high levels of personalised support to deaf clients, we provided 18 hours of free interpreting support for funerals.

We also continued to focus on growing our translation service, providing a variety of high-profile commissioned pieces of work for clients including: -

- The Office for National Statistics (ONS) - Census 2021
- Northern Ireland Statistics and Research Agency (NISRA) -Census 2021
- Thrive LDN
- The Government of Jersey
- BBC3
- Older People's Commissioner, Wales
- Skills for Care

As we look forward to the coming year we will maintain this focus on growing translation services, with the ambition of securing RAD as a market leader.

Volunteers

We are extremely grateful to our volunteers who support our activities across the organisation. At 31 March 2022, we had 61 volunteers. We have increased our volunteer recruitment activity to support our new and expanding services.

Financial and Policies

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 1 January 2019).

Financial Performance

Securing financial sustainability and resilience is one of RAD's strategic ambitions and 2021/22 saw significant progress in this direction. The board of trustees and executive team continue to focus on the longer-term financial sustainability of the organisation.

Both the operating deficit, legacy income and unrealised gains on investment for the year were once again significantly better than budgeted. Significant, but planned expenditure from

designated funds of £699,099 (mainly relating to expenditure on investment activities) offset this gain to give an overall deficit of £55,550.

The financial performance for 2021/22 was the second year of significant improvement on the previous years and a real achievement given the challenges that the past two years have presented.

The funding sources and descriptions of their purpose are detailed in note 18 to the financial statements. The charity is not dependent upon any one principal funder, and we have a number of funders contributing to our overall mission and objectives.

Income from donations and legacies increased by £294,215 (54%), which was due to the significant legacy income received in the year.

Income from charitable activities (our operations) was higher than the previous year by £62,253 (3%) as we saw a steady increase in delivery of face to face services, notably Communication Services which had an increase in income of £53,509 (12%). Independent Living Services remained almost static in terms of income, but delivered the service with a reduction of 3% in costs relating to improved efficiencies. Income from RADvice increased by £62,076 (24%), DeafAdvance increased by £24,082 (26%) and other projects and funding decreased this year by £77,809 (27%). Training income remained in line with the previous year as it continued to be impacted by the inability to deliver face to face training.

Expenditure increased by £428,929 (15%) which was mainly due to the increased, but planned, expenditure on investment activities from designated funds.

Reserves policy

The reserves policy of the board of trustees for the **General Fund** is, as far as prudently possible, to maintain a level of working capital (the minimum level set for reserves) of four months future organisational expenditure. A working capital level allows the charity to meet its contractual obligations and respond to short-term financial challenges. At 31 March 2022, this equated to £1,090,902 [based on 2021/22 expenditure].

The total reserves of the charitable group at 31 March 2022 were £6,620,388 (see the balance sheet on page 19). These are to be used as follows:

Restricted Funds to be spent in accordance with the wishes of the donor	240,134
Net Book value of tangible fixed assets essential for the running of the organisation	549,595
Commitments made to local deaf groups	1,285
Future spending commitments for specific projects by the Board of Trustees	450,029
Reinvestment in services for deaf people under the four key service themes	2,075,325
Property purchase fund	1,821,516
Total reserves committed to specific projects	**5,137,884**
Reserves policy – four months operating expenditure	1,090,902
Remaining general reserves	391,602

The level of our current free reserves (£1,482,504) is therefore above our agreed minimum reserves policy. However, we do not consider this level to be excessive, particularly given the ongoing additional challenges that COVID-19 and the cost of living crisis present and the uncertain impact they will have on our economy; we anticipate a tougher and more competitive funding environment over the coming years.

Investment policy and performance

The investment policy is determined by the Trustees, with the benefit of external advice after considering income requirements, risk profile and stock market prospects in the short and medium term. Social, environmental, or ethical considerations are not considered a priority when the trustees make investment decisions.

In view of the persisting low interest rates, we continue to review our cash management policies on a regular basis to take advantage of the best rates offered by financial institutions. Some stocks which were inherited are being held until the price improves before disposal.

Grant making policy

From time to time, when resources and other commitments permit, the Trustees make small grants (usually not more than £250) to groups of deaf people to encourage and develop community activities.

Risk management

The trustees have a risk management strategy that comprises of:

- A quarterly operational risk review prepared by the Joint CEOs with associated mitigating action taken
- Whilst an annual review of the principal risks and uncertainties that RAD faces is recommended, the trustees feel that this quarterly review is more robust and allows the board to be more responsive to any issues that may arise
- The establishment of policies, systems, and procedures to mitigate these risks. This includes the use of external expertise where appropriate

The Trustees confirm that the above risk management strategy is in operation.

We continue to feel the effects of public expenditure controls. We expect that these controls will intensify over the forthcoming years particularly with the added pressures created by COVID-19. Bearing these factors in mind, the major risks facing RAD are as follows:

a) Failure of all services to achieve budgeted income targets especially in a period of reduced and more tightly controlled public expenditure
b) Failure to achieve legacy income targets
c) Failure to secure future funding to sustain investment activities currently funded from RAD's reserves

Structure, Governance and Management

Organisational structure

The organisation is incorporated in England and Wales and is governed by a board of trustees who constitute the membership in terms of the Companies Act.

The organisation was founded in 1841 and registered in accordance with the Charities Act 1960, with the registered number 207358. The activities, assets and liabilities of the Association were transferred to this charitable company with effect from 1 October 2000.

The charitable company is limited by guarantee, incorporated on 11 April 2000 and registered as a charity on 9 August 2000, with the new registered number 1081949.

The company was established under a Memorandum of Association which established the

objects and powers of the charitable company and is governed under its Articles of Association.

Registered Office
Block F, Parkside Office Village, Knowledge Gateway, Nesfield Road, Colchester, CO4 3ZL

Patron
Her Majesty The Queen

President
The Most Revd and Rt Hon Justin Welby Archbishop of Canterbury

Related parties and connected organisations
The organisation has a wholly owned trading subsidiary, tRADe Ltd. This subsidiary did not trade during 2021/22.

Public Benefit
The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the organisation's aims and objectives and in planning future activities and setting the grant making policy for the year.

The Trustees
Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Semhar Beyene (Vice Chair)
Lyndon Borrow
Laura Eadsforth
Masami Fenesan
Margaret Joachim
Thomas Mulloy (Chair)
Paul Ntulila (resigned 1 March 2022)
Melissa Scacco Mudawi (Honorary Treasurer)

Six of these trustees are deaf. At the end of the year, we had seven trustees, five of whom are deaf.

Appointment of Trustees
Trustees are appointed for a three-year term at an AGM and are allowed to stand for a second consecutive term (subject to invitation from the Chair). Trustees can stand subsequently for re-appointment but must leave the board for a period of one year. When new Trustees are needed, members of the existing board are reviewed, and any skills gap identified.

New Trustees undertake an operational induction with the Joint CEOs and a board induction with the Chair. The board undertake governance training periodically and any individual training needs of Trustees who are new to their role are agreed with the Chair.

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2022 was 8 (2021 - 12). The trustees have no beneficial interest in the charitable company.

Management

Management is delegated to an executive team. The executive team is responsible for the full range of RAD's activities. The executive team comprises a Director of Operations along with three further members of the team who alongside their substantive roles also undertake jointly the role of Chief Executive. We have an agreed scheme of delegation.

Amanda Casson Webb -	Joint CEO | Director of Communications and Community
Lesley Frearson -	Joint CEO | Director of Finance and Business Support
Sue Evans -	Joint CEO | Director of Services
Julie Ratcliffe -	Director of Operations

Pay policy for senior colleagues

As part of the budget setting process for the following year Trustees agree the annual pay increases for all colleagues.

The Trustees agree the salaries of the Joint CEOs, as well as any additional changes to salary levels of the Joint CEOs (over and above the annual agreed pay increase).

Principal Professional Advisors

Bankers	National Westminster Bank PLC Park Royal Branch 1 Abbey Road London, NW10 7RA
Solicitors	Fisher Jones Greenwood Charter Court, Newcomen Way Severalls Business Park Colchester, Essex, CO4 9YA
Insurers	Arthur J Gallagher Temple Point, 7th Floor, I Temple Row Birmingham, B2 5LG
Auditors	Whittles Chartered Accountants The Old Exchange 64 West Stockwell Street Colchester, Essex, CO1 1HE
Financial Advisors	Plan Money Ltd Bentley House Forge Lane Great Bentley Colchester Essex CO7 8GD

Responsibilities of the Trustees

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended.

In preparing those financial statements which give a true and fair view, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- observe the methods and principles of the Charities SORP
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

The Trustees 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.

Statement of disclosure of information to auditors

We, the directors of the company who held office at the date of approval of these financial statements, as set out above, each confirm as far as we are aware, that:

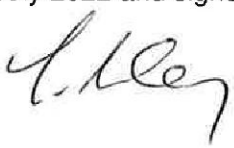
- there is no relevant audit information of which the company's auditors are unaware
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Whittles were appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to small companies entitled to the small companies' exemption.

Approved by the Trustees on 26 July 2022 and signed on their behalf by

Mr Thomas Mulloy – Chair



Opinion

We have audited the financial statements of The Royal Association for Deaf People (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the consolidated statement of financial activities, the consolidated and parent company balance sheet, the consolidated 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).

In our opinion the financial statements:

- give a true and fair view of the state of the group and of the parent company's affairs as at 31 March 2022, and of the group's incoming resources and application of resources 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.

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 group 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' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our evaluation of the trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included recalculating the level of reserves required in the line with charities policy and inspecting forecast for reasonableness.

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 group's or parent 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 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 (incorporating the directors' report) 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 group and the parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company 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' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 15, the trustees (who are also the directors of the parent 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 group's and the parent 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 group or the parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

The audit tests, including planning procedures, adopted for the audit of these financial statements are designed to assess and detect the risk of irregularities, including fraud. Our risk assessment of the likelihood of irregularities included the high degree of involvement of the experienced directors, which reduces the risk of irregularities. The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, Charities Act 2011, Employment Law and Data Protection.

We assessed the compliance with laws and regulations identified above through making enquires of management and inspecting correspondence. These were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We considered the internal controls in place that would mitigate the risk of fraud and non-compliance with laws and regulations.

We identified the greatest potential for fraud or non-compliance with laws and regulations in the following areas, and the specific procedures performed to address them are described below:

- We obtained an understanding of the income process and the flow of financial information to the general ledger and how this is classified as restricted and unrestricted.

- Cut-off testing was performed at the year-end date by reviewing income which had been accrued for and expenditure which had been recorded after date to identify any transactions which had been erroneously recognised in the incorrect period.

- In line with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we reviewed accounting records for any unusual adjustments.

In addition to the above, our procedures to respond to the risk identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performed analytical procedures to identify any unusual or unexpected relationships that may indicate risk of material misstatement due to fraud;
- made enquires to management concerning actual and potential litigation and claims, and instances of non-compliance for the year.
- obtaining representations on transactions which are material by nature.

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 Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

8 September 2022
~~26th July 2022~~

Michael Greene BSc FCCA (Senior Statutory Auditor)
For and on behalf of Whittles
Chartered Accountants
Statutory Auditor

Whittles & Partners LLP
The Old Exchange
64 West Stockwell Street
Colchester
CO1 1HE

Consolidated Statement of Financial Activities including income and expenditure account

Income	Note	Restricted £	Designated	Unrestricted £	2022 Total £	2021 Restricted £	Unrestricted £	Total £
Donations and legacies	2	150	-	703,087	**703,237**	1,085	409,501	410,586
Investment income	3	-	-	134,837	**134,837**	-	133,273	133,273
		150	-	837,924	838,074	1,085	542,774	543,859
Income from charitable activities								
RADvice	4	312,916	-	9,999	**322,915**	209,625	51,214	260,839
DeafAdvance	4	115,384	-	-	**115,384**	42,673	48,629	91,302
Independent living services	4	4,339	-	879,943	**884,282**	13,000	872,044	885,044
Other projects and funding	4	168,499	-	37,540	**206,039**	228,742	55,106	283,848
Education and training	4	-	-	13,477	**13,477**	-	12,320	12,320
Communication services	4	26,444	-	471,117	**497,561**	86,444	357,608	444,052
Other services	4	17,945	-	-	**17,945**	17,945	-	17,945
		645,527	-	1,412,076	2,057,603	598,429	1,396,921	1,995,350
Other income								
Gain/(loss) on the disposal of fixed assets		-	-	-	-	-	-	-
Total income		645,677	-	2,250,000	2,895,677	599,514	1,939,695	2,539,209
Expenditure								
Costs of raising funds								
Fundraising	5	-	-	78,486	**78,486**	13,681	74,046	87,727
Charitable expenditure								
Deaf centres and community engagement	5	440	21,062	68,199	**89,701**	-	85,258	85,258
RADvice	5	360,793	114,584	77,650	**553,027**	239,619	224,866	464,485
DeafAdvance	5	85,603	351,306	109,413	**546,322**	46,884	179,619	226,503
Independent living services	5	4,339	6,828	974,432	**985,599**	12,031	1,001,943	1,013,974
Other projects and funding	5	156,701	164,368	78,096	**399,165**	208,524	272,108	480,632
Communication services	5	26,444	4,419	520,126	**550,989**	86,444	375,075	461,519
Training and other services	5	17,945	36,532	14,940	**69,417**	17,945	5,734	23,679
Total expenditure		652,265	699,099	1,921,342	3,272,706	625,128	2,218,649	2,843,777
Net gains/(losses) on investments	9	-	-	321,479	**321,479**	-	619,098	619,098
Net income/(expenditure)	6	(6,588)	(699,099)	650,137	(55,550)	(25,614)	340,144	314,530
Transfers		-	165,000	(165,000)	-	-	-	-
Net movement in funds		(6,588)	(534,099)	485,137	(55,550)	(25,614)	340,144	314,530
Funds at 1 April 2021		246,722	5,431,849	997,367	**6,675,938**	272,336	6,089,072	6,361,408
Funds at 31 March 2022		240,134	4,897,750	1,482,504	6,620,388	246,722	6,429,216	6,675,938

The company has not prepared a separate income and expenditure account. The deficit for the year was £55,550 (2021: £314,530 surplus)

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 18 to the financial statements.

Balance sheet
Company number 3973353

	Note	Group 2022	Group 2021	Company 2022	Company 2021
			£	£	£
Fixed assets					
Tangible Fixed assets	8	**549,595**	560,365	**549,595**	560,365
Investments	9	**99,465**	84,497	**99,467**	84,499
Fixed asset investment	9	**3,842,264**	3,535,753	**3,842,264**	3,535,753
		4,491,324	4,180,615	**4,491,326**	4,180,617
Current assets					
Debtors	11	**416,312**	404,208	**417,177**	405,073
Cash at bank and in hand		**1,964,685**	2,312,460	**1,964,685**	2,312,460
		2,380,997	2,716,668	**2,381,862**	2,717,533
Creditors: amounts falling due within one year	12	**251,933**	221,345	**251,933**	221,345
Net current assets		**2,129,064**	2,495,323	**2,129,929**	2,496,188
Net assets	14	**6,620,388**	6,675,938	**6,621,255**	6,676,805
Funds					
Restricted funds		**240,134**	246,722	**240,134**	246,722
Unrestricted funds					
Designated funds		**4,897,750**	5,431,849	**4,897,750**	5,431,849
General funds		**1,482,504**	997,367	**1,483,371**	998,234
		6,380,254	6,429,216	**6,381,121**	6,430,083
Total funds	18	**6,620,388**	6,675,938	**6,621,255**	6,676,805

The financial statements on pages 19 to 35 were approved and authorised for issue by the trustees on 26 July 2022 and signed on their behalf by:



Mr Thomas Mulloy - Chair

Statement of cash flows

	2022		2021	
	£	£	£	£
Cash used in operating activities		(463,237)		(310,258)
Cashflows from investing activities				
Interest received	115,455		117,078	
Proceeds on disposal of investments	-		-	
Dividends received	7		-	
Acquisition of tangible fixed assets	-		(28,152)	
Sale of tangible fixed assets	-		-	
Cash provided by investing activities		115,462		88,926
Increase/(decrease) in cash and cash equivalents in the year		(347,775)		(221,332)

Notes to the cashflow statement

1. **Reconciliation of net income to net cash flow from operating activities**

	2022	2021
	£	£
Net income/(expenditure) for the year	(55,550)	314,530
Interest received	(115,455)	(117,078)
Dividends received	(7)	-
Loss/(profit) on sale of investments	-	-
Loss/(gain) on investments	(321,479)	(619,098)
(Increase)/decrease in debtors	(12,104)	92,681
Increase/(decrease) in creditors	30,588	(2,205)
Depreciation and amortisation of goodwill	10,770	20,912
Net cash flow from operating activities	(463,237)	(310,258)

2. **Analysis of changes in cash and current asset investment during the year**

	At 31 March 2020	Cashflow	At 31 March 2021	Cashflow	March 2022
	£	£	£	£	£
Cash at bank and in hand	2,533,792	(221,332)	2,312,460	(347,775)	1,964,685
Fixed asset cash investments (cost)	2,500,000	-	2,500,000	-	2,500,000
	5,033,792	(221,332)	4,812,460	(347,775)	4,464,685

Notes to the financial statements

1. Accounting policies

Charity information
The Royal Association for Deaf people is a private company limited by guarantee incorporated in England and Wales. The registered office and principal place of business is Block F, Parkside Office Village, Knowledge Gateway, Nesfield Road, Colchester CO4 3ZL.

a) These financial statements have been prepared in accordance with the memorandum and articles, 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 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

The Association meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are prepared in sterling, which is the functional currency of the entity.

b) At the time of approving the accounts, 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 accounts.

c) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Volunteer time is not included in the financial statements.

d) Grants are recognised in full in the statement of financial activities in the year in which they are receivable, unless these relate to a specific future period in which case they are deferred.

e) Legacy income is recognised when entitlement to the income is probable. Receipt of legacy income, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

f) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Redundancy costs are charged to the income statement in the year in which an irrevocable commitment is made to incur the costs.

Holiday entitlement earned but not taken at 31 March 2022 is accrued based on rates of pay effective at that date.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based on the direct cost of the activity.

Other expenditure represents those items not falling into any other heading.

g) Freehold properties are shown at trustees' valuation made in 1952 together with the cost of subsequent additions. Fixed assets (other than freehold properties) are stated at historical cost less aggregate depreciation.

h) Depreciation is provided at rates calculated to write off the cost (or valuation) of each asset over its expected useful life. The depreciation rates in use are as follows:

Freehold property	2% straight line basis (excluding land)
Leasehold property	Evenly over the shorter of the outstanding portion of the lease or 50 years
Furniture fittings and equipment	20% straight line basis
Computer and office equipment	33% straight line basis

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.

Notes to the financial statements

1. Accounting policies (continued)

i) At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any.)

j) Listed and current asset investments are stated at market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.

k) Cash at bank and cash in hand includes 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.

l) Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. Financial assets comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes, deferred income and provisions.

m) The charity is an exempt charity within the meaning of the Charities Act 2011 and as such is a charity within the meaning of Part 11, Corporation Tax Act 2010. Accordingly, the charity is exempt from taxation in respect of income or capital gains received within the categories by Part 11, Corporation Tax Act 2010 or Section 256 of the Taxation and Charitable Gains Act 1992 to the extent that such income or gains are applied exclusively to its charitable purposes.

The charity is an exempt organisation for VAT purposes and consequently input tax on its purchases are not fully recoverable.

n) 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 management and administration costs.

o) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.

p) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

q) The costs of generating funds relate to the costs incurred by the charitable company in raising funds for the charitable work.

r) 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.

s) The Association has a group personal pension plan that is available to all employees. Defined contributions are paid into the scheme on a monthly basis. All pension costs are charged to the statement of financial activities as incurred.

In accordance with FRS 102 the Association accounts for pension costs on the basis of contributions to the Scheme in the year.

t) In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Notes to the financial statements

2. Donations and legacies

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Legacies	-	674,391	**674,391**	-	383,143	383,143
Donations, appeals, gifts and	150	28,696	**28,846**	1,085	26,358	27,443
Total	150	703,087	703,237	1,085	409,501	410,586
For the year ended 31 March 2021	1,085	409,501	410,586			

3. Investment income

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Dividends	-	7	**7**	-	-	-
Bank deposit interest	-	115,455	**115,455**	-	117,178	117,178
Rent from freehold property	-	19,375	**19,375**	-	16,095	16,095
	-	134,837	134,837	-	133,273	133,273
For the year ended 31 March 2021	-	133,273	133,273			

4. Income from Charitable activities

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
RADvice						
Local Authority Agency Grants	141,729	-	**141,729**	131,934	-	131,934
COVID-19 emergency funding	17,386	-	**17,386**	9,995	-	9,995
HMRC	23,605	-	**23,605**	23,605	-	23,605
Home Office EU Settlement	21,567	-	**21,567**	24,582	-	24,582
UK Power Networks	65,338	-	**65,338**	14,242	-	14,242
Jersey Government	25,930	-	**25,930**	-	-	-
Wandsworth and Richmond independent advocacy services	16,363	-	**16,363**	-	-	-
City Lit			-	5,267		5,267
Groundwork UK	998		**998**	-		-
Total - Statutory Sources	312,916	-	**312,916**	209,625	-	209,625
Other incoming resources	-	9,999	**9,999**	-	51,214	51,214
	312,916	9,999	322,915	209,625	51,214	260,839
For the year ended 31 March 2021	209,625	51,214	260,839			

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Grants and contract income - DeafAdvance						
City Lit	-	-	-	5,268	-	5,268
Big Lottery/European Social Fund	59,646	-	**59,646**	28,857	-	28,857
Trust funding	-	-	-	8,548	-	8,548
North LondonESF - Groundworks	9,740		**9,740**			
Barnet and Southgate college	18,810		**18,810**			
Realising Ambition - Tendring CVS	14,688		**14,688**			
CRF Norfolk and Wyre Forest	12,500		**12,500**			
DWP employment work and assessments	-		-	-	44,776	44,776
Total - Statutory Sources	115,384	-	**115,384**	42,673	44,776	87,449
Other incoming resources	-	-	-	-	3,853	3,853
	115,384	-	115,384	42,673	48,629	91,302
For the year ended 31 March 2021	42,673	48,629	91,302			

4. Income from Charitable activities (continued)

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Grants and contract income - Independent living services						
Other incoming resources	-	879,943	**879,943**	-	880,552	880,552
COVID-19 emergency funding	4,339	-	**4,339**			
	4,339	**879,943**	**884,282**	**-**	**880,552**	880,552
For the year ended 31 March 2020	-	880,552	880,552			

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Grants and contract income - Other projects and funding						
Local authority grants	-	-	**-**	-	-	-
Action for Children/Essex CC short breaks	15,831	-	**15,831**	23,838	-	23,838
Trust Funding	30,499	-	**30,499**	2,000	-	2,000
Befriending funding	8,516	-	**8,516**	8,516	-	8,516
Frank Barnes	9,330	-	**9,330**	13,860	-	13,860
COVID-19 emergency funding	20,441	-	**20,441**	83,328	-	83,328
Talkmore and DeafAge funded services	6,271	-	**6,271**	12,613	-	12,613
Oak Lodge School	20,274	-	**20,274**	14,289	-	14,289
Hearability Sensory grant	49,654	-	**49,654**	49,654	-	49,654
Right to Thrive	7,683	-	**7,683**	7,840	-	7,840
Partnership for Young London	-	-	**-**	5,000	-	5,000
Money and Pension Service (MAPS) - in partnership with MyBnk	-	-	**-**	7,804	-	7,804
Total - Statutory Sources	168,499	-	**168,499**	228,742	-	228,742
Other incoming resources	-	37,540	**37,540**	-	55,106	55,106
	168,499	**37,540**	**206,039**	228,742	55,106	283,848
For the year ended 31 March 2021	228,742	55,106	283,848			
Contract income - Education and training						
Other incoming resources	-	13,477	**13,477**	-	12,320	12,320
	-	**13,477**	**13,477**	-	12,320	12,320
For the year ended 31 March 2021	-	12,320	12,320			
Income - Communication services						
Income - Statutory Sources - HMRC	26,444	-	**26,444**	26,444		26,444
COVID-19 emergency funding	-	-	**-**	60,000		60,000
Other incoming resources	-	471,117	**471,117**	-	357,608	357,608
	26,444	**471,117**	**497,561**	86,444	357,608	444,052
For the year ended 31 March 2021	86,444	357,608	444,052			
Income - Other services						
HMRC		-	**-**	17,945	-	17,945
Other income	17,945	-	**17,945**	-	-	-
	17,945	**-**	**17,945**	17,945	-	17,945
For the year ended 31 March 2021	17,945	-	17,945			

Unsolicited unrestricted grants are treated as donations. Restricted grants, above, are for activities in furtherance of the charity's objects.

Notes to the financial statements

5. Expenditure on Charitable activities

	Fundraising	Deaf centres and community engagement	RADvice	DeafAdvance	Independent living services	Other projects and funding	Training and other Services	Communication services	Support costs apportioned	Total 2021	2020
	£	£	£	£	£	£	£	£	£	£	£
Staff costs (note 7)	13,470	27,930	394,598	373,465	686,530	233,009	-	396,527	523,665	**2,649,184**	2,302,973
Caretaking and cleaning	-	2,752	-	-	-	-	-	-	1,392	**4,144**	3,142
Rent, rates, heating, lighting	-	3,068	10,489	29,053	-	14,358	-	-	19,947	**76,915**	73,378
Depreciation and amortisation	-	10,770	-	-	-	-	-	-	-	**10,770**	20,912
Repairs, maintenance, insurance	-	14,197	202	597	635	291	-	-	22,725	**38,847**	32,829
Postage and telephones	412	782	4,625	4,196	11,817	3,573	-	25,845	11,403	**62,658**	54,043
Printing and stationery	-	-	393	1,210	204	422	-	18	3,082	**5,329**	5,666
Transport and subsistence	-	184	7,743	5,338	67,926	4,603	-	114	1,703	**87,591**	64,405
Professional fees	-	1,596	8,540	-	-	210	-	679	17,674	**28,699**	17,171
Fundraising and publicity direct costs	46,682	-	59	465	-	87	-	-	-	**47,293**	25,301
Major property repairs	-	-	-	-	-	-	-	-	-	-	-
Outsourced IT support and expenditure	-	-	-	-	-	-	-	-	123,640	123,640	108,657
Office equipment, repairs, maintenance and hire	491	552	5,940	6,686	5,479	3,289	-	9,035	8,135	**39,607**	45,502
General expenses	534	8,585	3,426	7,734	689	8,160	-	188	25,458	**54,774**	44,113
Payments to partner organisations	-	-	-		-	45,255	-	-	-	**45,255**	45,255
Apportionment of shared premises and office costs	-	-	-		-	-	-	-	-	-	432
Allocation of support costs relating to designated funds		-	-				54,477		(54,477)	-	
Total direct costs	61,594	70,396	434,005	428,744	773,480	313,257	54,477	432,406	704,347	**3,272,706**	2,843,779
Support costs apportioned based on direct costs	16,892	19,305	119,022	117,578	212,119	85,908	14,940	118,583	(704,347)	-	-
Restricted expenditure	-	440	369,780	86,600	4,539	156,791	17,945	26,444	-	**652,265**	625,128
Designated expenditure	-	21,002	114,564	351,396	6,826	164,968	36,532	4,419	-	**699,099**	402,781
Unrestricted expenditure	78,486	68,199	77,660	109,410	974,432	76,096	14,940	520,126	-	**1,921,342**	1,815,868
Total expenditure on charitable activities	78,486	89,701	561,027	546,322	985,599	399,165	69,417	550,989	-	**3,272,706**	2,843,779
For the year ended 31 March 2021											
Restricted expenditure	13,681	-	239,619	48,884	12,031	208,524	17,945	86,444	-	625,128	
Designated expenditure		32,274	101,676	121,679	21,467	116,010		9,815		402,781	
Unrestricted expenditure	74,046	62,884	123,230	57,940	970,476	156,098	5,734	365,460	-	1,815,868	
Total expenditure on charitable activities	87,727	95,258	464,485	228,503	1,013,974	480,632	23,679	461,719	-	2,843,779	

Notes to the financial statements

6. Net incoming resources for the year

This is stated after charging :

	2022 £	2021 £
Depreciation	**10,770**	20,912
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	Nil
Auditors' remuneration:		
▪ Audit fee current year	**11,700**	9,000
▪ Audit fee prior year (over)/under accrued	**900**	900
▪ Non-audit services	**-**	-
Operating lease rentals:		
▪ Property	**59,528**	52,875
▪ Other	**-**	-

Expenses reimbursed to trustees represent the reimbursement of travel and subsistence costs to trustees. During the year expenses were reimbursed to nil (2021-nil) trustees relating to attendance at trustee meetings. These expenses, are subject to the charity's processes of internal controls.

As in previous years, all the trustees worked honorarily for the Association and accordingly received no remuneration for their services. No directors were paid for other paid work during the year (2021 £nil).

7. Staff costs and numbers

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	**1,954,760**	1,755,530
Social security costs	**161,415**	144,699
Pension contributions	**118,600**	109,200
	2,234,775	2,009,429
Freelance, temp and agency staff, training and recruitment	**414,409**	293,544
	2,649,184	2,302,973

Salaries and wages include statutory redundancy payments made during the year - -

The following number of employees earned in excess of £60,000

£60,000 - £70,000 3 (2021 £60,000 - £70,000 3)

The key management personnel of the Company and its subsidiaries are the joint leadership team of three Joint Chief Executives along with a Director of Operations.

Employee benefits of key management personal totalled £251,552

Notes to the financial statements

7. Staff costs and numbers (continued)

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2022 No.	2021 No.
Community engagement	1	1
RADvice	11	6
DeafAdvance	12	6
Other services	7	13
Independent Living service	39	37
Communication services	2	2
Governance	1	1
Fundraising and Publicity	3	4
	76	70

During the year to 31 March 2022 there were 110 individuals on average (2021: 102) employed on a full and part-time basis.

Notes to the financial statements

8. Tangible fixed assets
Group and company

	Freehold properties* £	Furniture, fittings, plant and equipment £	**Totals £**
COST			
At 1 April 2021	612,712	245,559	**858,271**
Additions in year	-	-	-
Disposals in year	-	(68,186)	**(68,186)**
At 31 March 2022	**612,712**	**177,373**	**790,085**
DEPRECIATION			
At 1 April 2021	74,570	223,336	**297,906**
Depreciation on disposals	-	(68,186)	**(68,186)**
Charge for the year	4,029	6,741	**10,770**
At 31 March 2022	**78,599**	**161,891**	**240,490**
NET BOOK VALUE			
At 31 March 2022	**534,113**	**15,482**	**549,595**
At 31 March 2021	**538,142**	**22,223**	**560,365**

All property and equipment are held in furtherance of the Association's charitable objectives.
* Freehold properties are shown at trustees' valuation made in 1952 together with the cost of subsequent additions.
The Charity's Freehold Properties are mainly used for charitable purposes and therefore no valuation has been carried out.

The Green Lanes property which is included within Freehold Properties was seriously damaged by fire; it has not been written off as its net book value is lower than any proceeds which would be received from its sale.

Notes to the financial statements

9. Fixed asset investments

	2022 £	2021 £
a) Investment in subsidiary undertakings	2	2

At 31 March 2022 the Association owned 100% of the share capital (2 x £1 ordinary shares) of tRADe Limited (company number 2693994) which was established to undertake the commercial activities of the Association. At 31st March 2022 the aggregate of the share capital and reserves of tRADe Limited was £(864) (2021 £(864)), turnover of £nil (2021 £nil), administrative expenses of £13 (2021 £13), the deficit for the year then ended was £nil (2021 £13).

b) Listed investments:	£	
At 1 April 2021	84,497	
Investment proceeds on disposal	-	
Net unrealised gain/(loss) for the year	14,968	
At 31 March 2022	99,465	
Historical cost at 31 March 2022	12,580	
Net unrealised investment gains	86,885	
This is represented by:		
	£	
Sainsbury PLC (formerly Home Retail Group ordinary shares)	2,164	
Experian Group ordinary shares	76,832	
Burberry Group ordinary shares	20,469	
	99,465	99,465
		99,467

c) Other Investments	2021 £	2020 £
COIF Charities Investment Fund	2,500,000	2,500,000
Unrealised Gain/(Loss) on COIF Investment Fund	1,342,264	1,035,753
	3,842,264	3,535,753
Unrealised Gain/(Loss) on COIF Investment Fund at 1 April 2021	1,035,753	
Unrealised Gain/(Loss) on COIF Investment Fund at 31 March 2022	1,342,264	
Unrealised Gain/(Loss) on COIF Investment Fund for the year	306,511	
Net unrealised Gain/(Loss) on other investments (note 10b)	14,968	
Unrealised Gain/(Loss) on investment for the year ending 31 March 2022	321,479	

Notes to the financial statements

10. Financial instruments

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Carrying amount of financial assets				
Debt instruments measured at amortised cost	212,772	150,006	213,637	150,871
Carrying amount of financial liabilities				
Measured at amortised cost	201,734	167,493	201,734	167,493

11. Debtors

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Trade debtors	209,997	142,849	209,997	142,849
Other debtors	2,775	7,157	2,775	7,157
tRADe Limited	-	-	865	865
RAD Deaf Legal Enterprises CIC	-	-	-	-
Prepayments and accrued income	203,540	254,202	203,540	254,202
	416,312	404,208	417,177	405,073

12. Creditors: amounts falling due within one year

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Trade creditors	70,949	34,851	70,949	34,851
Taxation and social security	39,349	34,035	39,349	34,035
Accruals	97,441	86,860	97,441	86,860
Deferred income (see note 13)	10,850	19,817	10,850	19,817
Other creditors	33,344	45,782	33,344	45,782
	251,933	221,345	251,933	221,345

Other creditors includes funds held on behalf of two campaigns: #whereistheinterpreter £9,774 (2021 - £8,742) are funds raised to support legal costs for a judicial review into the lack of interpreters at the UK government's COVID-19 briefings; Hear Art £nil (2021 - £9,554) are funds raised to support the production of

13. Deferred Income

Deferred income comprises income received or invoiced in advance of work carried out

	2022
	£
Balance as at 1 April 2021	19,817
Amount released to incoming resources	(14,130)
Amount deferred in year	5,163
Balance as at 31 March 2022	10,850

14. Analysis of net assets between funds

	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	-	549,595	-	**549,595**
Long term investments	-	-	99,465	**99,465**
Fixed asset investments	240,134	2,383,470	1,218,660	**3,842,264**
Cash	-	1,964,685	-	**1,964,685**
Net debtors less creditors	-	-	164,379	**164,379**
Net assets at 31 March 2022	240,134	4,897,750	1,482,504	6,620,388

15. Retirement benefit contributions

The charge to profit or loss in respect of defined contribution schemes was £118,608 (2021 - £108,525).

Notes to the financial statements

16. Related Party Transactions

The group has taken advantage of the exemption that transactions entered into between two or more members of a group, do not need to be disclosed, provided that any subsidiary which is party to the transaction is wholly owned by such a member.

17. Operating lease commitments

The charitable company had annual commitments under operating leases expiring as follows:

Leasee:	Property		Equipment	
	2022	2021	**2022**	2021
	£	£	**£**	£
1 year	**24,887**	63,763	**-**	-
2-5 years	**13,871**	11,016	**-**	-
over 5 years	**-**	-	**-**	-
	38,758	74,779	**-**	

Lessor:	Property		Equipment	
	2022	2021	**2022**	2021
	£	£	**£**	£
1 year	**7,875**	15,750	**-**	-
2-5 years	**-**	11,814	**-**	-
over 5 years	**-**	-	**-**	-
	7,875	27,564	**-**	-

18. Movements in funds

	At 1 April 2021 £	Incoming resources £	Outgoing resources £	Transfers & Investment Gains £	**At 31 March 2022 £**
Restricted funds:					
London Borough of Lambeth	-	9,222	(9,222)	-	**-**
Croydon Community Fund	-			-	**-**
London Borough of Camden	-	31,002	(31,002)	-	**-**
Southend Borough Council	-	14,000	(14,000)	-	**-**
London Borough of Brent	-	16,562	(16,562)	-	**-**
Croydon CAB	-	21,000	(21,000)	-	**-**
Royal Borough of Kensington and Chelsea	-	12,616	(12,616)	-	**-**
Essex County Council/Action for Children Short Breaks	1,990	15,831	(17,821)	-	**-**
Essex County Council - Sensory grants	9,331	37,325	(37,325)	-	**9,331**
Oak Lodge school	-	20,274	(20,274)	-	**-**
Befriending funding	-	8,516	(8,516)	-	**-**
Frank Barnes	1,423	9,330	(10,028)	-	**725**
HMRC	-	67,994	(67,994)	-	**-**
Hearability Sensory Grant	12,414	49,654	(49,654)	-	**12,414**
Right to Thrive	4,165	7,683	(8,546)	-	**3,302**
Home Office EU settlement scheme	-	21,567	(21,567)	-	**-**
Total restricted funds carried forward	**29,323**	**342,576**	**(346,127)**	**-**	**25,772**

Notes to the financial statements

18. Movements in funds (continued)

	At 1 April 2021 £	Incoming resources £	Outgoing resources £	Transfers & Investment Gains £	At 31 March 2022 £
Total restricted funds brought forward	**29,323**	**342,576**	**(346,127)**	**-**	**25,772**
Big Potential	25,507	-	-	-	**25,507**
The Drapers Company	2,591	-	(440)	-	**2,151**
Talkmore and DeafAge funded	12,301	4,757	(12,922)	-	**4,136**
Big Lottery/European Social fund	-	59,646	(59,646)	-	**-**
Postcode Lottery	2,276			-	**2,276**
COVID-19 emergency funding	5,966	43,680	(40,698)	-	**8,948**
North London ESF - Groundworks	-	10,738	(10,738)	-	**-**
Barnet and Southgate College	-	18,810	(5,583)		**13,227**
Jersey Government	-	25,930	(22,688)	-	**3,242**
Partnership for Young London	2,763		(2,763)		**-**
UK Power Networks	-	65,338	(65,338)		**-**
Wandsworth and Richmond independent advocacy services	-	16,363	(16,363)		**-**
Realising Ambition - Tendring CVS	-	14,688	(2,832)		**11,856**
CRF Norfolk and Wyre Forest	-	12,500	(3,496)		**9,004**
Restricted Legacies	134,211	-	(48,422)	-	**85,789**
Trust funding Children and Family	6,306	30,499	(14,207)		**22,598**
John Came Charity	780			-	**780**
Catalyst Respite	289			-	**289**
Holiday Fund	326			-	**326**
Catalyst Equipment Pool Fund	332			-	**332**
Legal Advice Interpreting	3,140			-	**3,140**
Mid Surrey Valuing People Projects	1,192			-	**1,192**
London Client Holiday	5,300			-	**5,300**
Surrey Client Holiday	783			-	**783**
Southend IT training project	1,000			-	**1,000**
Clapham Modification fees	8,935			-	**8,935**
2Deaffoot	3,401	150		-	**3,551**
Total restricted funds carried forward	**246,722**	**645,675**	**(652,263)**	**-**	**240,134**
Unrestricted funds:					
Designated funds:					
Property and Equipment Fund	560,365	-	(10,770)		**549,595**
Property Refurbishment Fund	10,336	-	(6,485)		**3,851**
RAD IT Infrastructure	37,495	-	-	15,000	**52,495**
Investment in new services for Deaf people	2,697,044		(621,719)		**2,075,325**
Property purchase fund	1,821,516		-		**1,821,516**
Colchester and North Essex fund	5,093		(3,808)		**1,285**
Infrastructure and special expenditure fund	300,000	-	(56,317)	150,000	**393,683**
Total designated funds	**5,431,849**	**-**	**(699,099)**	**165,000**	**4,897,750**
General funds	997,367	2,571,479	(1,921,342)	(165,000)	**1,482,504**
Total unrestricted funds	**6,429,216**	**2,571,479**	**(2,620,441)**	**-**	**6,380,254**
Total funds	**6,675,938**	**3,217,154**	**(3,272,704)**	**-**	**6,620,388**

Notes to the financial statements

18. Movements in funds (continued)

Purposes of restricted funds

The London Borough of Lambeth, London Borough of Camden, Royal Borough of Kensington and Chelsea, Essex County Council, London Borough of Brent, Southend Borough Council and Croydon CAB provide for an information and advice service to Deaf people in the respective boroughs

Essex County Council provides short breaks funding through Action for Children

HMRC funding provides accessible information, advice and video interpreting, which enables Deaf people to understand and manage their tax and tax credits

Befriending funding is provided by various local authorities to provide befriending support to adults and young people

Frank Barnes provides funding to support families and to be provide liaison work with the school

Restricted legacies were received in previous years to provide services in the Warwickshire and Leicester areas

Hearability Sensory Grant provides funding for three organisations to provide sensory support. RAD provide management support for this contract to their partner organisations

Home Office EU Settlement Scheme is a grant to support deaf EU citizens in the UK to apply for settled status and raise awareness of the need to do so due to Brexit

Right to Thrive provides funding to work with the deaf LGBTQ+ community in London to support each other's mental health and wellbeing

Funding was received from the Drapers Company towards a project for IT training for Deaf elderly people. Some expenditure on equipment was made during the year and this will be followed with training next year

City Lit London provided funding for both an Information, advice and guidance service for Deaf students and careers for Deaf people

Big Lottery/European Social Fund provides funding for the Building Better Opportunities project where RAD worked in partnership with the Papworth Trust in Essex and Ixion in Essex and Stoke and Staffordshire. The project supports those furthest from the workplace to gain skills and employment

Money and Pensions Service (MAPS) in partnership with MyBnk provided funding through the People's Postcode lottery, to deliver Money Mechanics, financial capability training for 16-17 year olds as part of a Pathfinder programme

Employment guidance and support work was funded from a number of sources: Barnet and Southgate College, Oaklodge School, North London ESF - Groundworks, CRF Norfolk and Wyre Forest

The following supported RAD's TalkMore and Deaf Age investment-funded services by providing funding for pilot work, and training for staff and volunteers:

- Basildon Mental Health Fund
- Northeast Essex Men's Mental Health
- East Suffolk Hidden Needs Grant
- Community Initiative Fund Essex
- Realising Ambitions - Tendring CVS

Our especial thanks go to the funders who continued to respond quickly during the pandemic by providing RAD with the funding that allowed us to continue and expand our delivery of services, including: Essex County Council/Essex Cares Limited, Sutton Covid fund and Contain Outbreak fund

Partnership for Young London provides for research among young deaf Londoners on their experiences and how they see their futures

UK Power Networks - Power Partners project to educate deaf people about energy and to help them save money

The Jersey Government funded RAD to support them with a review of their deaf service provision, to engage with the community and to provide advice and wellbeing services to deaf people

Advocacy services were provided at Springfield hospital working with Rethink Mental Illness Limited to deliver Wandsworth and Richmond independent advocacy services

Notes to the financial statements

18. Movements in funds (continued)

Purposes of restricted funds

Big Potential provided funding for consultancy services to look at supply chain management

Funding was received from various trusts to support the activities of the Children, Family and Transition team

The holiday fund is to be used in the following way:

(a) one part of the maintenance of the fabric of St Francis Church & Institute at Redhill
(b) one part distributed in gifts of £10 to deserving old age Deaf pensioners of Redhill
(c) the remaining third for providing holidays to Deafblind of Redhill district

John Came Charity represents donations to selected Deaf people

The Catalyst Respite fund is for the provision of respite for carers in North East Essex

The Catalyst Equipment Pool represents funds to maintain a pool of equipment available to anyone in North East Essex to borrow free of charge

Legal Advice Interpreting provides funds to cover interpreting for advice clients receiving legal advice

Mid Surrey Valuing People Projects is funding for several projects run for Surrey County Council

London Client Holiday is a fund to provide communication support to Learning Disability clients in the London area for holidays and outings

Surrey Client Holiday is a fund to provide communication support to Learning Disability clients in the Surrey area for holidays and outings

The Southend IT training project is a grant received from The Rosca Trust towards an IT training project for elderly Deaf people

2Deaf foot was a fundraising walk from John O'Groats to Lands End by two deaf men to raise funds to support deaf individuals requiring mental health support. These funds contributed to the development of TalkMore during the year

Clapham Modification fees relates to donations given for the provision of premises for the Deaf clubs meeting at St Bede's

Designated funds

The property and equipment fund represents the net book value of tangible fixed assets, less those financed by restricted funds

Property Refurbishment Fund includes funds set aside towards the estimated cost of property maintenance and refurbishment required over the next few years

Investment Property Fund represents the balance sheet value of Investment Properties

RAD IT Infrastructure represents funds set aside to upgrade the RAD's infrastructure, notably in relation to IT upgrades. The trustees set aside a further £15,000 during the year to support future IT infrastructure upgrades

Investment in new services for Deaf people is a fund set aside to invest in new services under four key themes

Property purchase fund sets aside funds for the purchase of a centrally located office space

Future pay awards are funds designated from the 2019/20 legacies to pay staff additional pay awards in 2020/21

Colchester and North Essex fund and Deaf club relocation funds represent funds available to support Deaf

Infrastructure and special expenditure are funds designated from the 2020/21 surplus on unrestricted funds to support planned expenditure during 2021/22 on a major upgrade to RAD's IT infrastructure and other one-off special expenditure projects

General funds include funds held as part of the reserves policy of 4 months

THE ROYAL ASSOCIATION FOR DEAF PEOPLE

England & Wales - Charity number 1081949

Accounts

Royal Association for Deaf people

(and subsidiary undertakings)

A future of opportunity, achievement and equality for deaf people

ANNUAL REPORT AND FINANCIAL STATEMENTS 2020/21

Patron: Her Majesty The Queen | Founded 1841 | Registered Charity No. 1081949
Company registered in England No. 3973353

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Forewords

A message from our Chair

No-one could have predicted the events of the past year. It has been a challenging year for RAD but with its people, it has managed to navigate through the year once more. Reflecting on my second year as Chair, I am struck by how adaptable RAD has been throughout the pandemic. Once more RAD has demonstrated the important role it plays. From producing unfunded pandemic briefings in BSL to reach members of the deaf community to delivering services remotely, I am proud of the resilience and commitment colleagues have consistently demonstrated throughout the year.

In addition to navigating the year, the board, with our leadership team, has been proactive in creating a new three year strategy which came into effect in April 2021. This demonstrates RAD's willingness to embrace change and adapt and will position RAD well in the coming years.

Financial prudence, delivered by the strong leadership in place, resulted in a surplus for the year. This will go some way in addressing the challenges brought on by the pandemic and its impact on the deaf community.

I end this message with a heartfelt thanks, on behalf of the board, to the various stakeholders of TeamRAD.



Thomas Mulloy

A message from our Joint Chief Executives

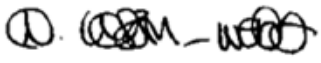
The devastating impact of the COVID-19 pandemic was felt by every community across the globe. In addition to the stress and uncertainty experienced by us all, in the UK, the deaf community had to navigate and contend with the failure of the UK Government to make its pandemic briefings accessible via the provision of an in-room BSL interpreter.

RAD was quick to respond to this lack of accessibility and provided BSL news summaries of every critical Government briefing and pandemic announcement. This work was unfunded and delivered thanks to the passion and commitment of our colleagues, many of whom worked tirelessly to ensure that in addition to these news summaries, RAD was also able to deliver its essential services remotely – reaching and supporting an unprecedented number of deaf people.

As we look back on the past year, we are proud of the tenacity, resilience, and commitment of TeamRAD. It is with credit and testimony to the hard work and support of our colleagues that we report that, whilst 2020/21 was one of the most challenging in RAD's history, it was also one of its most successful.

As the charity celebrates its 180th year, RAD can be proud of the way in which it has evolved; we are reaching more deaf people than ever and working to create a future of opportunity, achievement, and equality for deaf people.

We have never been more proud to jointly lead this organisation.



Amanda Casson-Webb
Joint CEO



Lesley Frearson
Joint CEO



Sue Evans
Joint CEO

Trustees report

The trustees present their report and the audited financial statements for the year ended 31 March 2021. This report meets the requirements for a directors' report for Companies Act purposes.

Aims and objectives

The organisation's objects are to promote the social, spiritual, and general welfare of profoundly deaf people.

Strategic Plan

We reviewed our vision, mission, and strategic plan during 2020/21 along with our strategic ambitions for 2021-24:

Finances
Manage our resources to maximise opportunity | ensuring financial resilience and sustainability

Our people
Secure our future | develop our colleagues to thrive and achieve

Collaboration and growth
Collaborate | innovating services that meet the changing needs of deaf people, improving access and reach

Policy
Increase social awareness | influencing change on a national level

Equality and representation
Ensure equal representation | making sure RAD is diverse, fair, and inclusive and means something to every deaf person

Our Vision
A future of opportunity, achievement, and equality for deaf people

Our Mission
Working in collaboration to innovate and deliver the services that deaf people want and need | Celebrating deaf culture and community

Our Values

Community
As part of the deaf community we respect deaf language, identity, heritage, and diversity, delivering services that our community wants and needs.

Progressive
We are committed to continuous improvement. We are proactive in our approach; receptive

to change, responsive and believe that reflective practice informs our ongoing development.

Positive

We celebrate successes, take a positive and encouraging attitude towards work, each other, our organisation and all those who connect with us and give credit to people's ideas and achievements.

Collaborative

Working together with colleagues, partners and other stakeholders in order to achieve the best outcomes for deaf people – celebrating successes and recognising contribution.

Integrity

We will be authentic, honest, respectful and mindful of our self, others and our environment; challenging and receiving feedback, promoting fairness and treating people with an unbiased approach.

TeamRAD Charter



Plans for the future

As the UK's roadmap out of pandemic restrictions continues, we look forward to resuming a 'business as usual' approach – and delivering operations in line with RAD's new three-year strategy that was launched 1 April 2021.

Our new Vision, Mission and Values underpin our new strategy and have strengthened our ability to proceed with our ambitious plans for growth and success.

Our training centre will open for face-to-face delivery in 2021/22; ensuring that deaf people have access to accredited management, wellbeing, and social care training. Our flagship

communication and independent living services will continue to grow in order to provide a sound platform for DeafAdvance, TalkMore, RADvice and Deaf Age – our new and expanding services that saw sizeable investment in 2020/21.

As we focus on financial sustainability and growing our services and reach, it is essential that RAD is agile; and able to continue to respond to the changing needs and expectations of deaf people.

The wellbeing, support and contributions of our colleagues are an essential element of our success. We are committed to ensuring that every colleague feels valued and able to thrive – and that TeamRAD represents and reflects the diverse nature of the deaf community and wider society.

In this coming year we will continue to take a proactive approach in terms of Equality, Diversity and Inclusion (EDI) and ensuring that RAD is a progressive employer and provider of services.

As our 'Collaborative' value states; we are committed to working with like-minded organisations to challenge inequality, effect change, extend our geographical reach and ultimately achieve the best outcomes for deaf people. One of the most resounding messages throughout the course of the COVID-19 pandemic was #strongertogether. We have been pleased with the way in which RAD has created and developed partnerships with other organisations and see this as fundamental to our future growth and development.

Performance and Achievements

Review of activities

2020/21 presented an unprecedented challenge for RAD, as it did for so many other organisations, communities, and individuals across the globe. The pandemic had an immediately devastating impact on the UK and the charity sector, putting increasing pressures on people and services.

RAD was able to respond to the pandemic with outstanding agility. Services were creatively adapted, and colleagues supportively adjusted to remote working. Essential community services continued in line with changing government guidance and contracted targets achieved – a phenomenal outcome.

As would be expected, the rollout of our planned investment activities was hampered by the pandemic. However, TeamRAD has continued to consult, engage, and deliver services in new and expanding areas. Services that lend themselves to remote delivery such as TalkMore and RADvice have seen high levels of attendance and have proved to be a real lifeline for many deaf people through a period of fear and uncertainty that has exacerbated loneliness and isolation.

Our policy and influencing work continued to gain momentum, securing a seat at various influencing events, groups and forums which provides an important voice for deaf people and RAD.

We have undertaken a variety of consumer surveys throughout the year which has built important evidence of need to call upon during the forthcoming year/s and our partnership with the Greater London Authority (GLA), funded research into gaps in accessible information and advice services for deaf people living in London. The results were startling as seen in our 'Access Denied' report. Our DeafAdvance survey and report, on employment and career progression, gained strong social media coverage, including endorsements from other deaf and disability charities.

Community engagement

RAD's community engagement, in line with all services, has had to adapt its way of working this past year.

Despite the (pandemic-forced) closure of deaf clubs, we have been able to maintain relations with clubs, with monthly meetings via Zoom, ensuring that local groups were aware of and able to respond to COVID-19 restrictions.

Reaching older people and those with no access to digital communication has been one of the biggest challenges this year. Reinforced by the lack of BSL access for Government briefings, the pandemic has exacerbated the inequalities and isolation for some of the most vulnerable people in our society.

There has never been a more critical time for society to recognise and include deaf people and BSL. RAD has been an active supporter of the #WhereIsTheInterpreter campaign and, in collaboration with Lynn Stewart-Taylor, other deaf organisations and Fry Law has worked hard to challenge the Government on its lack of accessibility.

Despite this, we have been heartened by the number of people and organisations who have undertaken our Deaf Awareness Training, which in response to the pandemic, is now delivered online.

Other areas of achievement in terms of our community engagement this year:

- We have been proud to work with Signly and have supported their social impact research
- In collaboration with Cadent and SGN we have delivered important gas safety information in BSL
- We have represented the deaf community at a number of access forms, including TfL, UKPN and Maximus/ CDHA
- We were proud to work with the Office for National Statistics on the 2021 Census, delivering BSL translations of the Census for England and Wales (and information for Northern Ireland)

We are grateful for the continued trust, faith and support given to us by the deaf community and look forward to supporting local communities in navigating their way through the 'new normal' and life post-COVID.

Services

Our services have seen 8450 visits this year, providing an important lifeline to 1206 people during what has been the most challenging year in recent history for so many. (232 of these people are from new areas across the UK.) This is a 14% year-on-year increase, which we feel is impressive given the circumstances surrounding this year. Services have adapted to remote working; ensuring continuity and to bring critical information, advice, and support to people when they need it the most.

RADvice, DeafAdvance, Deaf Age and TalkMore

Our new and expanding services have seen positive growth, aided by two grants totalling over £93,000 from the London Community Response Fund (LCRF). RADvice has supported a huge 5833 attendances; offering information and advice on a variety of topics including the pandemic, benefits, housing, tax, access and discrimination and people have accessed the service from as far as Cornwall and Scotland. The advice team has prevented homelessness, ensured people have the correct benefits in order to provide for their families, facilitated access to information and services, and challenged decisions.

99.8% of those who used our advice service in 2020/21 confirmed that the advice they received was good and 95.7% said they would recommend us to friends/family.

Our TalkMore service, has proved invaluable to people across the country. Live-Chat has taken 1253 enquiries through the year and our first peer support groups (35 in total) have seen 150 online attendances. People with a common aim, concern or interest have come together to talk about parenting, the pandemic, mental health and wellbeing, food/diet and health. These themed groups have provided a safe space, with likeminded people, for discussion, challenge, questions, emotion and much laughter at a time when, for some, there has been no other outlet.

100% of people who provided TalkMore Live-Chat feedback throughout the year said they were happy with the service!

Our new Deaf Age service; providing support to older people aims to reduce loneliness and isolation. To date we have seen 438 attendances at coffee mornings, workshops and social events (online) and 16 volunteers have joined TeamRAD to support this important work.
Deaf Age colleagues have completed dementia and mental health first aid training and through their work have seen friends from across the country reunited, new friendships building and people enjoying, for the first time, online social activities. We are taking the first steps towards reducing the isolation of our older deaf community.

Our employment and careers service, DeafAdvance is proving very popular – providing valuable employment and careers advice already to 95 deaf people and 37 employers. Despite challenges linked to the pandemic and our inability to delivery face to face training, our new centre for training and development has opened, with its first cohort of new and developing managers undertaking their Institute of Leadership and Management, Level 3 qualification.

Employment partnerships have been cemented with specialist organisations in order to challenge discrimination and pursue employment disputes. Demand for accessible employment and careers advice continued to grow, new funding has been secured, including a partnership with Barnet & Southgate College for ESF funding to work with young Londoners who are NEET with a value of £452,000 over the next 2.5 years.

Independent living – ILS

The pandemic has proved incredibly challenging for the people who we support to live independently in the community. Uncertainty about the pandemic has heightened anxiety, created fear and put people at risk. The ILS team has worked tirelessly to ensure people have the information and support that they need, despite this year's challenges - adapting to social distancing measures and/or the wearing of PPE in order to carry out home visits. Conducting wellbeing checks through an open doorway, or window and doorstep shopping and medication drops have become the new 'norm'.

Despite all of this, TeamRAD has delivered 28,295 hours of support! The team has continued to grow, with recruitment taking place in the north of England and midlands and our advocacy service has expanded its portfolio - now qualified to delivery Independent Mental Health Advocacy.

Interpreting and Communication Services

Our Communication Services was one of the worst impacted by the COVID-19 pandemic, with RAD experiencing an instant decline in bookings (and unprecedented number of cancellations).

Fortunately, we were successful in an application to the Charity Survival Fund from the Julia and Hans Rausing Trust, and received a very generous grant of £60,000 to support the loss in income from our Communication Services.

Despite an initial response from referrers (to the pandemic) to cancel appointments, we were quick to ensure that as many deaf people as possible were able to continue with health appointments remotely; instead of bookings being cancelled. We supported referrers to understand the platform options and how remote interpreting could work. As the pandemic progressed, we began to see a steady increase in remote bookings, with digital platforms such as Zoom becoming a commonplace feature for interpreting assignments across all settings, including healthcare appointments. By December 2020, we started to see a slow and steady increase in bookings and look forward to achieving a return to business as usual in the coming year.

In response to the pandemic, we were proactive in ensuring the health, safety, and wellbeing of freelance communication professionals by:

- Undertaking a comprehensive COVID-19 risk assessment
- Providing wellbeing support
- In collaboration with ASLI, SignHealth and BSMHD, we produced guidelines for interpreters working in health settings (during the pandemic)
- Enabling COVID-19 vaccinations for professional working in face: face health and social care settings

Whilst our response to the pandemic was of paramount importance (and in part supported by our ability to provide communication services remotely), we were also able to continue to grow our geographical reach, by delivering services in more areas across the UK.

One strong area of growth and development has been our translation work. Following a comprehensive review of our approach and pricing strategy, this service is now performing well, and is set for a positive outlook as we move in to 2021/22.

Other areas of achievement for Communication Services this year:

- We secured the translation services for the 2021 Census, working in partnership with the Office for National Statistics (ONS) and Northern Ireland Statistics and Research Agency (NISRA)
- We improved the functionality of our database, RADicals, making it even easier for freelancers registered with us to quote for assignments – and speeding up our ability to confirm bookings
- The service became completely paperless; we are now working in an environmentally conscious way and have eliminated the need for any paper files

In the year April 2020 to March 2021, we provided communication services for 1504 bookings – a decrease of 1125. We provided services to 435 deaf clients – a decrease of 284.

Volunteers

We are extremely grateful to our volunteers who support our activities across the organisation. At 31 March 2021 we had 41 volunteers. We have increased our volunteer recruitment activity to support our new and expanding services.

Financial and Policies

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 1 January 2019).

Financial Performance

Financial sustainability and resilience is one of RAD's strategic ambitions and 2020/21 saw significant progress in this direction. The board of trustees and executive team continue to focus on the longer-term financial sustainability of the organisation.

Both the operating deficit and legacy income for the year were significantly better than budgeted. Unrealised gains on investments were very high during the year; this was in part a result of a correction of the stock market following significant falls during March 2020 due to the impact of COVID-19 on the stock markets globally at that time. Planned expenditure from designated funds of £402,781 (mainly relating to expenditure on investment activities) offset this gain to give an overall surplus of £314,530.

The overall financial performance was a significant improvement on the previous year and a real achievement given the challenges that the year presented.

The funding sources and descriptions of their purpose are detailed in note 18 to the financial statements. The charity is not dependent upon any one principal funder, and we have a number of funders contributing to our overall mission and objectives.

Income from donations and legacies decreased by £677,284 (62%), which was due to the significant legacy income received in the previous year.

Income from charitable activities (our operations) was slightly lower than the previous year by £1,015 (0%) which was mainly due to the inability to deliver some of our face-to-face services. This particularly impacted on the income from communication services which decreased by £118,938 (21%) and Independent Living Services which increased by £4,492 (0%). Income from RADvice increased by £52,048 (25%), DeafAdvance decreased by £37,782 (29%) and other projects and funding increased this year by £109,863 (63%) mainly due to some emergency COVID-19 funding received during the year. Training income decreased by £10,635 (46%), also impacted by the inability to deliver face to face training.

Expenditure decreased by £136,804 (5%) even with the increased expenditure from designated funds to support our investment activities.

Reserves policy

The reserves policy of the board of trustees for the **General Fund** is, as far as prudently possible, to maintain a level of working capital (the minimum level set for reserves) of four months future organisational expenditure. A working capital level allows the charity to meet its contractual obligations and respond to short-term financial challenges. At 31 March 2021, this equated to £947,926 [based on 2020/21 expenditure].

The total reserves of the charitable group at 31 March 2021 were £6,675,938 (see the balance sheet on page 19). These are to be used as follows:

Restricted Funds to be spent in accordance with the wishes of the donor	246,722
Net Book value of tangible fixed assets essential for the running of the organisation	560,365
Commitments made to local deaf groups	5,093
Future spending commitments for specific projects by the Board of Trustees	347,831
Reinvestment in services for deaf people under the four key service themes	2,697,044
Total reserves committed to specific projects	**3,857,055**
Reserves policy – four months operating expenditure	947,926
Remaining general reserves	1,870,957

The level of our current free reserves (£2,818,883) is therefore above our agreed minimum reserves policy. However, given this equals less than 12 months expenditure, we do not consider this level to be excessive; particularly given the ongoing additional challenges that COVID-19 presents and the uncertain impact it will have on our economy. We anticipate a tougher and more competitive funding environment over the next couple of years.

Investment policy and performance

The investment policy is determined by the trustees, with the benefit of external advice after considering income requirements, risk profile and stock market prospects in the short and medium term. Social, environmental, or ethical considerations are not considered a priority when the trustees make investment decisions.

In view of the persisting low interest rates, we continue to review our cash management policies on a regular basis to take advantage of the best rates offered by financial institutions. Some stocks which were inherited are being held until the price improves before disposal.

Grant making policy

From time to time, when resources and other commitments permit, the trustees make small grants (usually not more than £250) to groups of deaf people to encourage and develop community activities.

Risk management

The trustees have a risk management strategy that comprises of:

- An annual review of the principal risks and uncertainties that RAD faces
- The establishment of policies, systems, and procedures to mitigate these risks. This includes the use of external expertise where appropriate
- A quarterly operational risk review prepared by the joint CEOs with associated mitigating action taken

The trustees confirm that the above risk management strategy is in operation.

We continue to feel the effects of public expenditure controls. We expect that these controls will intensify over the forthcoming years particularly with the added pressures created by COVID-19. Bearing these factors in mind, the major risks facing RAD are as follows:

a) Failure of all services to achieve budgeted income targets especially in a period of reduced and more tightly controlled public expenditure
b) Failure to achieve legacy income targets
c) Failure to secure future funding to sustain RAD's new investment activities

Structure, Governance and Management

Organisational structure

The organisation is incorporated in England and Wales and is governed by a board of trustees who constitute the membership in terms of the Companies Act.

The organisation was founded in 1841 and registered in accordance with the Charities Act 1960, with the registered number 207358. The activities, assets and liabilities of the Association were transferred to this charitable company with effect from 1 October 2000.

The charitable company is limited by guarantee, incorporated on 11 April 2000 and registered as a charity on 9 August 2000, with the new registered number 1081949.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Registered Office

Block F, Parkside Office Village, Knowledge Gateway, Nesfield Road, Colchester, CO4 3ZL

Patron

Her Majesty The Queen

President

The Most Revd and Rt Hon Justin Welby Archbishop of Canterbury

Related parties and connected organisations

The organisation has a wholly owned trading subsidiary, tRADe Ltd. This subsidiary did not trade during 2020/21.

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the organisation's aims and objectives and in planning future activities and setting the grant making policy for the year.

The trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Thomas Mulloy (Chair)	
Melissa Scacco Mudawi (Honorary Treasurer)	(appointed 27 October 2020)
Lyndon Borrow	
Margaret Joachim	
Masami Fenesan	
Laura Eadsforth	
Paul Ntulila	(appointed 27 October 2020)
Semhar Beyene	(appointed 27 October 2020)
Abigail Gorman	(resigned 17 February 2021)
Melinda Napier	(appointed 27 October 2020, resigned 4 January 2021)
David Cattermole	(resigned 29 July 2020)
Sam Calder-Bray	(resigned 25 October 2020)

Nine of these trustees are deaf. At the end of the year, we had eight trustees, six of whom are deaf.

Appointment of trustees

Trustees are appointed for a three-year term at an AGM and are allowed to stand for a second consecutive term (subject to invitation from the Chair). Trustees can stand subsequently for re-appointment but must leave the board for a period of one year. When new trustees are needed, members of the existing board are reviewed, and any skills gap identified.

New trustees undertake an operational induction with the joint CEOs and a board induction with the chair. The board undertake governance training periodically and any individual training needs of trustees who are new to their role are agreed with the chair.

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2021 was 12 (2020 - 9). The trustees have no beneficial interest in the charitable company.

Management

Management is delegated to an executive team. The executive team is responsible for the full range of RAD's activities. The executive team comprises a Director of Operations along with three further members of the team who alongside their substantive roles also undertake jointly the role of Chief Executive. We have an agreed scheme of delegation.

Amanda Casson Webb -	Joint CEO | Director of Communications and Community
Lesley Frearson -	Joint CEO | Director of Finance and Business Support
Sue Evans -	Joint CEO | Director of Services
Julie Ratcliffe -	Director of Operations

Pay policy for senior colleagues

As part of the budget setting process for the following year trustees agree the annual pay increases for all colleagues.

The trustees agree the salaries of the joint CEOs, as well as any additional changes to salary levels of the joint CEOs (over and above the annual agreed pay increase).

Principal Professional Advisors

Bankers	National Westminster Bank PLC Park Royal Branch 1 Abbey Road London, NW10 7RA
Solicitors	Fisher Jones Greenwood Charter Court, Newcomen Way Severalls Business Park Colchester, Essex, CO4 9YA
Insurers	Arthur J Gallagher Temple Point, 7th Floor, I Temple Row Birmingham, B2 5LG
Auditors	Whittles Chartered Accountants The Old Exchange 64 West Stockwell Street Colchester, Essex, CO1 1HE

Financial Advisors	Plan Money Ltd Bentley House Forge Lane Great Bentley Colchester Essex CO7 8GD

Responsibilities of the trustees

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended.

In preparing those financial statements which give a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- observe the methods and principles of the Charities SORP
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

The trustees 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.

Statement of disclosure of information to auditors

We, the directors of the company who held office at the date of approval of these financial statements, as set out above, each confirm as far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Whittles were appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to small companies entitled to the small companies exemption.

Approved by the Trustees on 27 July 2021 and signed on their behalf by

Mr Thomas Mulloy – Chair



Independent Auditor's Report to the Members of The Royal Association for Deaf People and subsidiary undertakings

Opinion

We have audited the financial statements of The Royal Association for Deaf People (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the consolidated statement of financial activities, the consolidated and parent company balance sheet, the consolidated 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).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2021, and of the group's 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.

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 group and parent 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' 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 group's or parent 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 (incorporating the directors' report 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 group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 in preparing the Trustees report and from the requirement to prepare a strategic report.

Independent Auditor's Report to the Members of The Royal Association for Deaf People and subsidiary undertakings

Responsibilities of trustees

As explained more fully in the statement of Trustees responsibilities, the trustees (who are also the directors of the parent 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 groups and parent 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 group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

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:

The audit tests, including planning procedures, adopted for the audit of these financial statements are designed to assess and detect the risk of irregularities, including fraud. Our risk assessment of the likelihood of irregularities included the high degree of involvement of the experienced directors and trustees, which reduces the risk of irregularities. The audit team was competent to assess the risk and identify any potential irregularities. A thorough understanding of the processes, frameworks and authorisations in place was obtained from the directors and tested throughout the audit.

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 Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable group's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable group'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 group's members as a body, for our audit work, for this report, or for the opinions we have formed.

Michael Greene BSc FCCA (Senior Statutory Auditor)

for and on behalf of Whittles **……..**

Chartered Accountants

Statutory Auditor

Whittle & Partners LLP
The Old Exchange
64 West Stockwell Street
Colchester
Essex
CO1 1HE

Consolidated Statement of Financial Activities including income and expenditure account

Income	Note	Restricted £	Designated	Unrestricted £	2021 Total £	2020 Restricted £	Unrestricted £	Total £
Donations and legacies	2	1,085	-	409,501	**410,586**	207,747	880,123	1,087,870
Investment income	3	-	-	133,273	**133,273**	-	140,412	140,412
		1,085	**-**	**542,774**	**543,859**	**207,747**	**1,020,535**	**1,228,282**
Income from charitable activities								
RADvice	4	209,625	545	50,669	**260,839**	190,256	18,535	208,791
DeafAdvance	4	42,673	2,594	46,035	**91,302**	84,407	44,677	129,084
Independent living services	4	13,000	-	872,044	**885,044**	-	880,552	880,552
Other projects and funding	4	228,742	6,722	48,384	**283,848**	131,951	42,034	173,985
Education and training	4	-	-	12,320	**12,320**	-	22,955	22,955
Communication services	4	86,444	-	357,608	**444,052**	26,444	536,546	562,990
Other services	4	17,945	-	-	**17,945**	17,945	63	18,008
		598,429	**9,861**	**1,387,060**	**1,995,350**	**451,002**	**1,545,363**	**1,996,365**
Other income								
Gain/(loss) on the disposal of fixed assets		-	-	-	**-**	-	(8,455)	(8,455)
Total income		**599,514**	**9,861**	**1,929,834**	**2,539,209**	**658,749**	**2,557,443**	**3,216,192**
Expenditure								
Costs of raising funds								
Fundraising	5	13,681	-	74,046	**87,727**	22,230	220,933	243,163
Charitable expenditure								
Deaf centres and community engagement	5	-	22,374	62,884	**85,258**	4,667	165,826	170,493
RADvice	5	239,619	101,636	123,230	**464,485**	200,436	302,863	503,299
DeafAdvance	5	46,884	121,679	57,940	**226,503**	88,804	59,275	148,079
Independent living services	5	12,031	31,467	970,476	**1,013,974**	-	1,062,416	1,062,416
Other projects and funding	5	208,524	116,010	156,098	**480,632**	144,945	60,983	205,928
Communication services	5	86,444	9,615	365,460	**461,519**	26,444	597,413	623,857
Training and other services	5	17,945	-	5,734	**23,679**	17,945	5,401	23,346
Total expenditure		**625,128**	**402,781**	**1,815,868**	**2,843,777**	**505,471**	**2,475,110**	**2,980,581**
Net gains/(losses) on investments	9	-	-	619,098	**619,098**	-	(94,284)	(94,284)
Net income/(expenditure)	6	**(25,614)**	**(392,920)**	**733,064**	**314,530**	**153,278**	**(11,951)**	**141,327**
Transfers		-	331,517	(331,517)	**-**	-	-	-
Net movement in funds		**(25,614)**	**(61,403)**	**401,547**	**314,530**	**153,278**	**(11,951)**	**141,327**
Funds at 1 April 2020		272,336	5,493,252	595,820	**6,361,408**	119,058	6,101,023	6,220,081
Funds at 31 March 2021		**246,722**	**5,431,849**	**997,367**	**6,675,938**	**272,336**	**6,089,072**	**6,361,408**

The company has not prepared a separate income and expenditure account. The surplus for the year was £314,530 (2020: £141,327)

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 18 to the financial statements.

Balance sheet
Company number 3973353

	Note	Group 2021 £	Group 2020 £	Company 2021 £	Company 2020 £
Fixed assets					
Tangible Fixed assets	8	**560,365**	553,125	**560,365**	553,125
Investments	9	**84,497**	71,802	**84,499**	71,805
Fixed asset investment	9	**3,535,753**	2,929,350	**3,535,753**	2,929,350
		4,180,615	3,554,277	**4,180,617**	3,554,280
Current assets					
Debtors	11	**404,208**	496,889	**405,073**	497,884
Cash at bank and in hand		**2,312,460**	2,533,792	**2,312,460**	2,533,792
		2,716,668	3,030,681	**2,717,533**	3,031,676
Creditors: amounts falling due within one year	12	**221,345**	223,550	**221,345**	223,550
Net current assets		**2,495,323**	2,807,131	**2,496,188**	2,808,126
Net assets	14	**6,675,938**	6,361,408	**6,676,805**	6,362,406
Funds					
Restricted funds		**246,722**	272,336	**246,722**	272,336
Unrestricted funds					
Designated funds		**5,431,849**	5,493,252	**5,431,849**	5,493,252
General funds		**997,367**	595,820	**998,234**	596,818
		6,429,216	6,089,072	**6,430,083**	6,090,070
Total funds	18	**6,675,938**	6,361,408	**6,676,805**	6,362,406

The financial statements on pages 17 to 33 were approved and authorised for issue by the trustees on 27 July 2021 and signed on their behalf by:



Mr Thomas Mulloy - Chair

Statement of cash flows

	2021		2020	
	£	£	£	£
Cash used in operating activities		(310,258)		55,731
Cashflows from investing activities				
Interest received	117,078		118,865	
Proceeds on disposal of investments	-		1,546	
Dividends received	-		797	
Acquisition of tangible fixed assets	(28,152)		(3,330)	
Sale of tangible fixed assets	-		-	
Cash provided by investing activities		88,926		117,878
Increase/(decrease) in cash and cash equivalents in the year		**(221,332)**		**173,609**

Notes to the cashflow statement

1. Reconciliation of net income to net cash flow from operating activities

	2021	2020
	£	£
Net income/(expenditure) for the year	314,530	141,327
Interest received	(117,078)	(118,865)
Dividends received	-	(797)
Loss/(profit) on sale of investments	-	8,455
Loss/(gain) on investments	(619,098)	94,284
(Increase)/decrease in debtors	92,681	(86,015)
Increase/(decrease) in creditors	(2,205)	(943)
Depreciation and amortisation of goodwill	20,912	18,284
Net cash flow from operating activities	**(310,258)**	**55,731**

2. Analysis of changes in cash and current asset investment during the year

	At 31 March 2019	Cashflow	At 31 March 2020	Cashflow	March 2021
	£	£	£	£	£
Cash at bank and in hand	2,360,183	173,609	2,533,792	(221,332)	2,312,460
Fixed asset cash investments (cost)	2,500,000	-	2,500,000	-	2,500,000
	4,860,183	**173,609**	**5,033,792**	**(221,332)**	**4,812,460**

Notes to the financial statements

1. Accounting policies

Charity information
The Royal Association for Deaf people is a private company limited by guarantee incorporated in England and Wales. The registered office and principal place of business is Block F, Parkside Office Village, Knowledge Gateway, Nesfield Road, Colchester CO4 3ZL.

a) These financial statements have been prepared in accordance with the memorandum and articles, 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 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

The Association meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are prepared in sterling, which is the functional currency of the entity.

b) At the time of approving the accounts, 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 accounts.

c) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Volunteer time is not included in the financial statements.

d) Grants are recognised in full in the statement of financial activities in the year in which they are receivable, unless these relate to a specific future period in which case they are deferred.

e) Legacy income is recognised when entitlement to the income is probable. Receipt of legacy income, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

f) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Redundancy costs are charged to the income statement in the year in which an irrevocable commitment is made to incur the costs.

Holiday entitlement earned but not taken at 31 March 2021 is accrued based on rates of pay effective at that date.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based on the direct cost of the activity.

Other expenditure represents those items not falling into any other heading.

g) Freehold properties are shown at trustees' valuation made in 1952 together with the cost of subsequent additions. Fixed assets (other than freehold properties) are stated at historical cost less aggregate depreciation.

h) Depreciation is provided at rates calculated to write off the cost (or valuation) of each asset over its expected useful life. The depreciation rates in use are as follows:

Freehold property	2% straight line basis (excluding land)
Leasehold property	Evenly over the shorter of the outstanding portion of the lease or 50 years
Furniture fittings and equipment	20% straight line basis
Computer and office equipment	33% straight line basis

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.

1. Accounting policies (continued)

i) At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any.)

j) Listed and current asset investments are stated at market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.

k) Cash at bank and cash in hand includes 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.

l) Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. Financial assets comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes, deferred income and provisions.

m) The charity is an exempt charity within the meaning of the Charities Act 2011 and as such is a charity within the meaning of Part 11, Corporation Tax Act 2010. Accordingly, the charity is exempt from taxation in respect of income or capital gains received within the categories by Part 11, Corporation Tax Act 2010 or Section 256 of the Taxation and Charitable Gains Act 1992 to the extent that such income or gains are applied exclusively to its charitable purposes.

The charity is an exempt organisation for VAT purposes and consequently input tax on its purchases are not fully recoverable.

n) 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 management and administration costs.

o) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.

p) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

q) The costs of generating funds relate to the costs incurred by the charitable company in raising funds for the charitable work.

r) 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.

s) The Association has a group personal pension plan that is available to all employees. Defined contributions are paid into the scheme on a monthly basis. All pension costs are charged to the statement of financial activities as incurred.

In accordance with FRS 102 the Association accounts for pension costs on the basis of contributions to the Scheme in the year.

t) In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

2. Donations and legacies

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Legacies	-	383,143	**383,143**	169,520	833,556	1,003,076
Donations, appeals, gifts and	1,085	26,358	**27,443**	38,227	46,567	84,794
Total	**1,085**	**409,501**	**410,586**	**207,747**	**880,123**	1,087,870
For the year ended 31 March 2020	**207,747**	**880,123**	1,087,870			

3. Investment income

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Dividends	-	-	**-**	-	797	797
Bank deposit interest	-	117,178	**117,178**	-	118,865	118,865
Rent from freehold property	-	16,095	**16,095**	-	20,750	20,750
	-	**133,273**	**133,273**	**-**	**140,412**	140,412
For the year ended 31 March 2020	**-**	**140,412**	140,412			

4. Income from Charitable activities

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
RADvice						
Local Authority Agency Grants	131,934	-	**131,934**	106,963	-	106,963
COVID-19 emergency funding	9,995	-	**9,995**	-	-	-
HMRC	23,605	-	**23,605**	23,605	-	23,605
Home Office EU Settlement	24,582	-	**24,582**	34,365	-	34,365
UK Power Networks	14,242	-	**14,242**	-	-	-
Essex community fund	-	-	**-**	5,815	-	5,815
Greater London Authority - Citizen Led Engagement programme	-	-	**-**	11,758	-	11,758
City Lit	5,267		**5,267**	7,750	-	7,750
	-		**-**	-		-
Total - Statutory Sources	209,625	-	**209,625**	190,256	-	190,256
Big Lottery - Talent Match	-	-	**-**	-	-	-
Other incoming resources	-	51,214	**51,214**	-	18,535	18,535
	209,625	**51,214**	**260,839**	190,256	18,535	208,791
For the year ended 31 March 2020	190,256	18,535	208,791			

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Grants and contract income - DeafAdvance						
City Lit	5,268	-	**5,268**	7,600	-	7,600
Big Lottery/European Social Fund	28,857	-	**28,857**	68,260	-	68,260
Trust funding	8,548	-	**8,548**	8,547	-	8,547
DWP employment work and assessments	-	44,776	**44,776**	-	44,677	44,677
Total - Statutory Sources	42,673	44,776	**87,449**	84,407	44,677	129,084
Other incoming resources	-	3,853	**3,853**	-	-	-
	42,673	**48,629**	**91,302**	84,407	44,677	129,084
For the year ended 31 March 2020	84,407	44,677	129,084			

4. Income from Charitable activities (continued)

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Grants and contract income - Independent living services						
Other incoming resources	-	872,044	**872,044**	-	880,552	880,552
COVID-19 emergency funding	13,000		**13,000**			
	13,000	**872,044**	**885,044**	**-**	**880,552**	880,552
For the year ended 31 March 2020	-	880,552	880,552			

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Grants and contract income - Other projects and funding						
Local authority grants	-	-	**-**	9,844	-	9,844
Action for Children/Essex CC short breaks	23,838	-	**23,838**	21,549	-	21,549
Trust Funding	2,000	-	**2,000**	3,000	-	3,000
Befriending funding	8,516	-	**8,516**	8,516	-	8,516
Frank Barnes	13,860	-	**13,860**	10,167	-	10,167
COVID-19 emergency funding	83,328	-	**83,328**	-	-	-
Talkmore and DeafAge funded services	12,613	-	**12,613**	-	-	-
Oak Lodge School	14,289	-	**14,289**	24,793	-	24,793
Hearability Sensory grant	49,654	-	**49,654**	49,654	-	49,654
Right to Thrive	7,840	-	**7,840**	-	-	-
Partnership for Young London	5,000	-	**5,000**	-	-	-
Money and Pension Service (MAPS) - in partnership with MyBnk	7,804	-	**7,804**	4,428	-	4,428
Total - Statutory Sources	228,742	-	**228,742**	131,951	-	131,951
Other incoming resources	-	55,106	**55,106**	-	42,034	42,034
	228,742	**55,106**	**283,848**	131,951	42,034	173,985
For the year ended 31 March 2020	131,951	42,034	173,985			
Contract income - Education and training						
Other incoming resources	-	12,320	**12,320**	-	22,955	22,955
	-	**12,320**	**12,320**	-	22,955	22,955
For the year ended 31 March 2020	-	22,955	22,955			
Income - Communication services						
Income - Statutory Sources - HMRC	26,444		**26,444**	26,444	-	26,444
COVID-19 emergency funding	60,000		**60,000**	-	-	-
Other incoming resources	-	357,608	**357,608**	-	536,546	536,546
	86,444	**357,608**	**444,052**	26,444	536,546	562,990
For the year ended 31 March 2020	26,444	536,546	562,990			
Income - Other services						
HMRC	17,945	-	**17,945**	17,945	-	17,945
Other income	-	-	**-**	-	63	63
	17,945	**-**	**17,945**	17,945	63	18,008
For the year ended 31 March 2020	17,945	63	18,008			

Unsolicited unrestricted grants are treated as donations. Restricted grants, above, are for activities in furtherance of the charity's objects.

5. Expenditure on Charitable activities

	Fundraising	Deaf centres and community engagement	RADvice	DeafAdvance	Independent living services	Other projects and funding	Training and other Services	Communication services	Support costs apportioned	**Total 2021**	2020
	£	£	£	£	£	£	£	£	£	**£**	£
Staff costs (note 7)	42,045	31,266	325,935	139,215	683,268	270,971	-	312,369	497,904	**2,302,973**	2,337,487
Caretaking and cleaning	-	1,752	-	-	-	-	-	-	1,390	**3,142**	5,084
Rent, rates, heating, lighting	-	3,030	9,502	11,262	125	10,602	-	-	38,857	**73,378**	56,959
Depreciation and amortisation	-	13,874	2,160	2,521	-	2,357	-	-	-	**20,912**	18,284
Repairs, maintenance, insurance	-	4,069	478	555	6,876	1,975	-	-	18,876	**32,829**	26,059
Postage and telephones	655	693	3,083	1,662	10,690	3,603	-	25,861	7,796	**54,043**	52,026
Printing and stationery	-	41	656	558	189	449	-	88	3,685	**5,666**	8,324
Transport and subsistence	107	-	460	147	60,012	3,480	-	-	199	**64,405**	143,025
Professional fees	-	936	751	826	-	1,794	-	2,232	10,632	**17,171**	14,944
Fundraising and publicity direct costs	24,896	-	315	-	-	90	-	-	-	**25,301**	35,056
Major property repairs	-	-	-	-	-	-	-	-	-	**-**	37,404
Outsourced IT support and expenditure	-	-	-	-	-	-	-	-	108,657	**108,657**	93,186
Office equipment, repairs, maintenance and hire	(2,111)	581	7,933	6,928	4,712	16,528	-	8,790	2,141	**45,502**	35,605
General expenses	892	7,939	737	7,982	2,569	7,143	-	422	16,429	**44,113**	73,244
Payments to partner organisations	-	-			-	45,255	-	-	-	**45,255**	45,256
Apportionment of shared premises and office costs	-	432			-	-	-	-	-	**432**	(1,362)
Allocation of support costs relating to restricted funds							17,945		(17,945)	**-**	-
Total direct costs	66,484	64,613	352,010	171,656	768,441	364,247	17,945	349,762	688,621	**2,843,779**	2,980,581
Support costs apportioned based on direct costs	21,243	20,645	112,475	54,847	245,533	116,385	5,734	111,757	(688,619)	**-**	-
Restricted expenditure	13,681	-	239,619	46,884	12,031	208,524	17,945	86,444	**-**	**625,128**	505,471
Designated expenditure		22,374	101,636	121,679	31,467	116,010		9,615		**402,781**	
Unrestricted expenditure	74,046	62,884	123,230	57,940	970,476	156,098	5,734	365,460	**-**	**1,815,868**	2,475,110
Total expenditure on charitable activities	**87,727**	**85,258**	**464,485**	**226,503**	**1,013,974**	**480,632**	**23,679**	**461,519**	**-**	**2,843,779**	2,980,581
For the year ended 31 March 2020											
Restricted expenditure	22,230	4,667	200,436	88,804	-	144,945	17,945	26,444	-	505,471	
Unrestricted expenditure	220,933	165,826	302,863	59,275	1,062,416	60,983	5,401	597,413	-	2,475,110	
Total expenditure on charitable activities	243,163	170,493	503,299	148,079	1,062,416	205,928	23,346	623,857	-	2,980,581	

Notes to the financial statements

6. Net incoming resources for the year

This is stated after charging :

	2021 £	2020 £
Depreciation	**20,912**	18,284
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	254
Auditors' remuneration:		
▪ Audit fee current year	**9,000**	9,000
▪ Audit fee prior year (over)/under accrued	**900**	(1,000)
▪ Non-audit services	**-**	-
Operating lease rentals:		
▪ Property	**52,875**	28,308
▪ Other	**-**	-

Expenses reimbursed to trustees represent the reimbursement of travel and subsistence costs to trustees. During the year expenses were reimbursed to nil (2020-4) trustees relating to attendance at trustee meetings. These expenses, are subject to the charity's processes of internal controls.

As in previous years, all the trustees worked honorarily for the Association and accordingly received no remuneration for their services. No directors were paid for other paid work during the year (2020 £nil).

7. Staff costs and numbers

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	**1,755,530**	1,607,472
Social security costs	**144,699**	123,899
Pension contributions	**109,200**	96,720
	2,009,429	1,828,091
Freelance, temp and agency staff, training and recruitment	**293,544**	509,396
	2,302,973	2,337,487
Salaries and wages include statutory redundancy payments made during the year	-	-

The following number of employees earned in excess of £60,000 (including pension contributions

£60,000 - £70,000	0	(2020	£60,000 - £70,000	2)
£70,000 - £80,000	3	(2020	£70,000 - £80,000	1)

The key management personnel of the Company and its subsidiaries are the joint leadership team of three Joint Chief Executives along with a Director of Operations.

Employee benefits of key management personal totalled £278,066

Notes to the financial statements

7. Staff costs and numbers (continued)

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2021 No.	2020 No.
Community engagement	**1**	**1**
RADvice	**6**	**6**
DeafAdvance	**6**	**7**
Other services	**13**	**10**
Independent Living service	**37**	**39**
Communication services	**2**	**2**
Governance	**1**	**1**
Fundraising and Publicity	**4**	**3**
	70	69

During the year to 31 March 2021 there were 102 individuals on average (2020: 98) employed on a full and part-time basis.

Notes to the financial statements

8. Tangible fixed assets
Group and company

	Freehold properties* £	Furniture, fittings, plant and equipment £	**Totals £**
COST			
At 1 April 2020	612,712	217,407	**830,119**
Additions in year	-	28,152	**28,152**
Disposals in year	-	-	**-**
At 31 March 2021	**612,712**	**245,559**	**858,271**
DEPRECIATION			
At 1 April 2020	70,541	206,453	**276,994**
Depreciation on disposals	-	-	**-**
Charge for the year	4,029	16,883	**20,912**
At 31 March 2021	**74,570**	**223,336**	**297,906**
NET BOOK VALUE			
At 31 March 2021	**538,142**	**22,223**	**560,365**
At 31 March 2020	542,171	10,954	553,125

All property and equipment are held in furtherance of the Association's charitable objectives.

* Freehold properties are shown at trustees' valuation made in 1952 together with the cost of subsequent additions.

The Charity's Freehold Properties are mainly used for charitable purposes and therefore no valuation has been carried out.

The Green Lanes property which is included within Freehold Properties was seriously damaged by fire; it has not been written off as its net book value is lower than any proceeds which would be received from its sale.

Notes to the financial statements

9. Fixed asset investments

	2021	2020
	£	£
a) Investment in subsidiary undertakings	2	3

At 31 March 2021 the Association owned 100% of the share capital (2 x £1 ordinary shares) of tRADe Limited (company number 2693994) which was established to undertake the commercial activities of the Association. At 31st March 2021 the aggregate of the share capital and reserves of tRADe Limited was £(864) (2020 £(851)), turnover of £nil (2020 £nil), administrative expenses of £13 (2020 £13), the deficit for the year then ended was £13 (2020 £13).

b) Listed investments:	£	
At 1 April 2020	71,802	
Investment proceeds on disposal	-	
Net unrealised gain/(loss) for the year	12,695	
At 31 March 2021	**84,497**	
Historical cost at 31 March 2021	12,580	
Net unrealised investment gains	**71,917**	
This is represented by:		
	£	
Sainsbury PLC (formerly Home Retail Group ordinary shares)	2,024	
Experian Group ordinary shares	64,758	
Burberry Group ordinary shares	17,715	
	84,497	84,497
		84,499

c) Other Investments	2021	2020
	£	£
COIF Charities Investment Fund	**2,500,000**	2,500,000
Unrealised Gain/(Loss) on COIF Investment Fund	**1,035,753**	429,350
	3,535,753	**2,929,350**
Unrealised Gain/(Loss) on COIF Investment Fund at 1 April 2020	429,350	
Unrealised Gain/(Loss) on COIF Investment Fund at 31 March 2021	1,035,753	
Unrealised Gain/(Loss) on COIF Investment Fund for the year	606,403	
Net unrealised Gain/(Loss) on other investments (note 10b)	12,695	
Unrealised Gain/(Loss) on investment for the year ending 31 March 2021	**619,098**	

Notes to the financial statements

10. Financial instruments

	Group		Company	
	2021	2020	**2021**	2020
	£	£	**£**	£
Carrying amount of financial assets				
Debt instruments measured at amortised cost	**150,006**	230,421	**150,871**	230,421
Carrying amount of financial liabilities				
Measured at amortised cost	**167,493**	**180,631**	**167,493**	180,631

11. Debtors

	Group		Company	
	2021	2020	**2021**	2020
	£	£	**£**	£
Trade debtors	**142,849**	227,509	**142,849**	227,509
Other debtors	**7,157**	2,912	**7,157**	2,912
tRADe Limited	**-**	-	**865**	851
RAD Deaf Legal Enterprises CIC	**-**	-	**-**	144
Prepayments and accrued income	**254,202**	266,468	**254,202**	266,468
	404,208	**496,889**	**405,073**	**497,884**

12. Creditors: amounts falling due within one year

	Group		Company	
	2021	2020	**2021**	2020
	£	£	**£**	£
Trade creditors	**34,851**	64,324	**34,851**	64,324
Taxation and social security	**34,035**	31,693	**34,035**	31,693
Accruals	**86,860**	88,769	**86,860**	88,769
Deferred income (see note 14)	**19,817**	11,226	**19,817**	11,226
Other creditors	**45,782**	27,538	**45,782**	27,538
	221,345	223,550	**221,345**	223,550

Other creditors includes funds held on behalf of two campaigns: #whereistheinterpreter (£8,742) are funds raised to support legal costs for a judicial review into the lack of interpreters at the UK government's COVID-19 briefings; Hear Art (£9,554) are funds raised to support the production of short films by deaf filmakers.

13. Deferred Income

Deferred income comprises income received or invoiced in advance of work carried out

	2021
	£
Balance as at 1 April 2020	11,226
Amount released to incoming resources	(9,735)
Amount deferred in year	18,326
Balance as at 31 March 2021	**19,817**

14. Analysis of net assets between funds

	Restricted funds	Designated funds	General funds	**Total funds**
	£	£	£	**£**
Tangible fixed assets	-	560,365	-	**560,365**
Long term investments	-	-	84,497	**84,497**
Fixed asset investments	246,722	2,736,251	552,780	**3,535,753**
Cash	-	2,135,233	177,227	**2,312,460**
Net debtors less creditors	-	-	182,863	**182,863**
Net assets at 31 March 2021	**246,722**	**5,431,849**	**997,367**	**6,675,938**

15. Retirement benefit contributions

The charge to profit or loss in respect of defined contribution schemes was £108,525 (2020 - £96,720).

Notes to the financial statements

16. Related Party Transactions

The group has taken advantage of the exemption that transactions entered into between two or more members of a group, do not need to be disclosed, provided that any subsidiary which is party to the transaction is wholly owned by such a member.

17. Operating lease commitments

The charitable company had annual commitments under operating leases expiring as follows:

Leasee:	Property		Equipment	
	2021	2020	**2021**	2020
	£	£	**£**	£
1 year	**63,763**	28,308	**-**	-
2-5 years	**11,016**	19,699	**-**	-
over 5 years	**-**	-	**-**	-
	74,779	48,007	**-**	-

Lessor:	Property		Equipment	
	2021	2020	**2021**	2020
	£	£	**£**	£
1 year	**15,750**	6,688	**-**	-
2-5 years	**11,814**	-	**-**	-
over 5 years	**-**	-	**-**	-
	27,564	6,688	**-**	-

18. Movements in funds

	At 1 April 2020 £	Incoming resources £	Outgoing resources £	Transfers & Investment Gains £	**At 31 March 2021 £**
Restricted funds:					
London Borough of Lambeth	-	9,222	(9,222)	-	**-**
Croydon Community Fund	-			-	**-**
London Borough of Camden	-	34,117	(34,117)	-	**-**
Southend Borough Council	-	14,000	(14,000)	-	**-**
London Borough of Brent	-	9,970	(9,970)	-	**-**
Croydon CAB	-	20,500	(20,500)	-	**-**
Royal Borough of Kensington and Chelsea	-	6,800	(6,800)	-	**-**
Essex County Council/Action for Children Short Breaks	-	23,838	(21,848)	-	**1,990**
Essex County Council - Sensory grants	9,331	37,325	(37,325)	-	**9,331**
Oak Lodge school	-	14,289	(14,289)	-	**-**
Befriending funding	-	8,516	(8,516)	-	**-**
Frank Barnes	1,423	13,860	(13,860)	-	**1,423**
HMRC	-	67,994	(67,994)	-	**-**
Hearability Sensory Grant	12,414	49,654	(49,654)	-	**12,414**
Right to Thrive	-	7,840	(3,675)	-	**4,165**
Home Office EU settlement scheme	-	24,582	(24,582)	-	**-**
Total restricted funds carried forward	**23,168**	**342,507**	**(336,352)**	**-**	**29,323**

Notes to the financial statements

18. Movements in funds (continued)

	At 1 April 2020 £	Incoming resources £	Outgoing resources £	Transfers & Investment Gains £	At 31 March 2021 £
Total restricted funds brought forward	**23,168**	**342,507**	**(336,352)**	**-**	**29,323**
Big Potential	25,507	-	-	-	**25,507**
The Drapers Company	2,591	-	-	-	**2,591**
Talkmore and DeafAge funded	-	12,613	(312)	-	**12,301**
Big Lottery/European Social fund	976	28,857	(29,833)	-	**-**
Postcode Lottery	2,276	-	-	-	**2,276**
COVID-19 emergency funding	-	166,323	(160,357)	-	**5,966**
Essex Community fund	5,815	-	(5,815)	-	**-**
City Lit	-	10,535	(10,535)		**-**
Money and Pension Service (MAPS) in partnership with MyBnk	-	7,804	(7,804)	-	**-**
Partnership for Young London	-	5,000	(2,237)		**2,763**
UK Power Networks		14,242	(14,242)		**-**
Restricted Legacies	163,370		(29,159)	-	**134,211**
Trust funding Children and Family	10,559	10,548	(14,801)		**6,306**
John Came Charity	780			-	**780**
Catalyst Respite	289			-	**289**
Holiday Fund	326			-	**326**
Catalyst Equipment Pool Fund	332			-	**332**
Legal Advice Interpreting	3,140			-	**3,140**
Mid Surrey Valuing People Projects	1,192			-	**1,192**
London Client Holiday	5,300			-	**5,300**
Surrey Client Holiday	783			-	**783**
Southend IT training project	1,000			-	**1,000**
Clapham Modification fees	8,935			-	**8,935**
2Deaffoot	15,997	1,085	(13,681)	-	**3,401**
Total restricted funds carried forward	**272,336**	**599,514**	**(625,128)**	**-**	**246,722**
Unrestricted funds:					
Designated funds:					
Property and Equipment Fund	553,125	-	(11,025)	18,265	**560,365**
Property Refurbishment Fund	10,336	-	-	-	**10,336**
RAD IT Infrastructure	25,344	-	(2,849)	15,000	**37,495**
Investment in new services for Deaf people	3,009,962	9,861	(322,779)	-	**2,697,044**
Future development fund	1,833,905	-	(12,389)	-	**1,821,516**
Colchester and North Essex fund	6,593	-	(1,500)	-	**5,093**
Future pay awards	53,987	-	(52,239)	(1,748)	**-**
Infrastructure and special expenditure fund	-	-	-	300,000	**300,000**
Total designated funds	**5,493,252**	**9,861**	**(402,781)**	**331,517**	**5,431,849**
General funds	595,820	2,548,932	(1,815,868)	(331,517)	**997,367**
Total unrestricted funds	**6,089,072**	**2,558,793**	**(2,218,649)**	**-**	**6,429,216**
Total funds	**6,361,408**	**3,158,307**	**(2,843,777)**	**-**	**6,675,938**

Notes to the financial statements

18. Movements in funds (continued)

Purposes of restricted funds

The London Borough of Lambeth, London Borough of Camden, Royal Borough of Kensington and Chelsea, Essex County Council, London Borough of Brent, Southend Borough Council and Croydon CAB provide for an information and advice service to Deaf people in the respective boroughs

Essex County Council provides short breaks funding through Action for Children

HMRC funding provides accessible information, advice and video interpreting, which enables Deaf people to understand and manage their tax and tax credits

Befriending funding is provided by various local authorities to provide befriending support to adults and young people

Frank Barnes provides funding to support families and to be provide liaison work with the school

Restricted legacies were received in previous years to provide services in the Warwickshire and Leicester areas.

Hearability Sensory Grant provides funding for three organisations to provide sensory support. RAD provide management support for this contract to their partner organisations

Home Office EU Settlement Scheme is a grant to support deaf EU citizens in the UK to apply for settled status and raise awareness of the need to do so due to Brexit

Right to Thrive provides funding to work with the deaf LGBTQ+ community in London to support each other's mental health and wellbeing

Funding was received from the Drapers Company towards a project for IT training for Deaf elderly people. Some expenditure on equipment was made during the year and this will be followed with training next year

City Lit London provided funding for both an Information, advice and guidance service for Deaf students and careers for Deaf people

Big Lottery/European Social Fund provides funding for the Building Better Opportunities project where RAD worked in partnership with the Papworth Trust in Essex and Ixion in Essex and Stoke and Staffordshire. The project supports those furthest from the workplace to gain skills and employment

Money and Pensions Service (MAPS) in partnership with MyBnk provides funding to deliver Money Mechanics, financial capability training for 16-17 year olds as part of a Pathfinder programme

The following supported RAD's TalkMore and Deaf Age investment-funded services by providing funding for pilot work, and training for staff and volunteers:

- Basildon Mental Health Fund
- Northeast Essex Men's Mental Health
- East Suffolk Hidden Needs Grant
- Community Initiative Fund Essex

Our especial thanks go to the funders who responded quickly to the pandemic by providing RAD with the funding that allowed us to continue and expand our delivery of services, including:

- The Julia & Hans Rausing Trust
- London Community Response Fund
- The National Lottery Community Fund
- Essex County Council Infection Control Fund

Partnership for Young London provides for research among young deaf Londoners on their experiences and how they see their futures

UK Power Networks - Power Partners project to educate deaf people about energy and to help them save money

Notes to the financial statements

18. Movements in funds (continued)

Purposes of restricted funds

Big Potential provided funding for consultancy services to look at supply chain management

Funding was received from various trusts to support the activities of the Children, Family and Transition team

The holiday fund is to be used in the following way:

(a) one part of the maintenance of the fabric of St Francis Church & Institute at Redhill
(b) one part distributed in gifts of £10 to deserving old age Deaf pensioners of Redhill
(c) the remaining third for providing holidays to Deafblind of Redhill district

John Came Charity represents donations to selected Deaf people

The Catalyst Respite fund is for the provision of respite for carers in North East Essex

The Catalyst Equipment Pool represents funds to maintain a pool of equipment available to anyone in North East Essex to borrow free of charge

Legal Advice Interpreting provides funds to cover interpreting for advice clients receiving legal advice

Mid Surrey Valuing People Projects is funding for several projects run for Surrey County Council

London Client Holiday is a fund to provide communication support to Learning Disability clients in the London area for holidays and outings

Surrey Client Holiday is a fund to provide communication support to Learning Disability clients in the Surrey area for holidays and outings

The Southend IT training project is a grant received from The Rosca Trust towards an IT training project for elderly Deaf people

2Deaf foot was a fundraising walk from John O'Groats to Lands End by two deaf men to raise funds to support deaf individuals requiring mental health support. These funds contributed to the development of TalkMore during the year

Clapham Modification fees relates to donations given for the provision of premises for the Deaf clubs meeting at St Bede's

Designated funds

The property and equipment fund represents the net book value of tangible fixed assets, less those financed by restricted funds

Property Refurbishment Fund includes funds set aside towards the estimated cost of property maintenance and refurbishment required over the next few years

Investment Property Fund represents the balance sheet value of Investment Properties

RAD IT Infrastructure represents funds set aside to upgrade the RAD's infrastructure, notably in relation to IT upgrades. The trustees set aside a further £15,000 during the year to support future IT infrastructure upgrades

Investment in new services for Deaf people is a fund set aside to invest in new services under four key themes

Future development fund represents the profit on the sale of the organisations property. These proceeds are to be ring-fenced for the future development of services

Future pay awards are funds designated from the 2019/20 legacies to pay staff additional pay awards in 2020/21

Colchester and North Essex fund and Deaf club relocation funds represent funds available to support Deaf

Infrastructure and special expenditure are funds designated from the 2020/21 surplus on unrestricted funds to support planned expenditure during 2021/22 on a major upgrade to RAD's IT infrastructure and other one-off special expenditure projects

General funds include funds held as part of the reserves policy of 4 months